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all VOLUNTEER

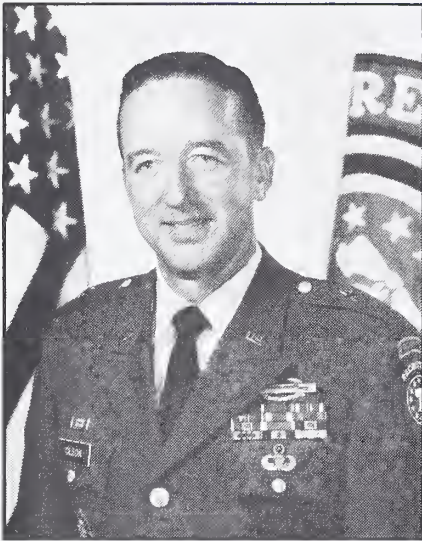
The Army's recruiting and retention professional magazine since 1919

OCTOBER 1980

*... the way
to promotion & pay*



Notes from the Deputy



Considering the size of our Army today, any promotion system it employs will be necessarily complex. Complexity in turn, creates confusion. In an effort to clarify the promotion system, this issue of *all VOLUNTEER* contains some excellent articles on promotions and boards, detailing the mechanics of promotion and discussing the centralized promotion system.

Financial considerations affecting soldiers are examined in articles dealing with the VEAP and with married soldiers. A recognition of the problems encountered by soldiers in areas of promotion and pay is essential for recruiters and career counselors who must be able to discuss these subjects effectively with prospects and with soldiers considering reenlistment. The new pay table, (page 28) reflecting the recently enacted 11.7% raise in basic pay as well as BAQ and BAS benefits, should make the financial picture brighter for all ranks.

This issue also introduces a new department called RECRUITER AID. This department will carry up to date information aimed at improving the quality of life for recruiters in the field. For example, *all VOLUNTEER* will endeavor to have the latest pertinent information regarding such subjects as CHAMPUS, emergency relief, legal assistance, taxes, VA benefits, military commissaries, education, travel and recreation, consumer assistance and many others.

A new recruiting year begins this month and with my thanks for your successful efforts for FY 1980, I would like to express my confidence in your ability to carry out the HSDG mission this year. Together, we can MAKE IT HAPPEN!

A handwritten signature in black ink, appearing to read 'H. L. Olson'.

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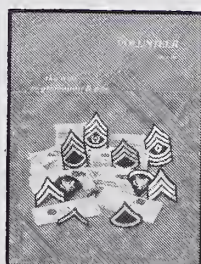
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Illustrating the benefits of increasing rank, our front cover photograph is the work of Maureen Brogan, Ft. Sheridan TASC. The back cover, contributed by the Public Affairs Office, Ft. Bragg, NC, provides a look at the Artillery Repairman's MOS (45L), from a woman's point of view.



Enlisted soldiers have the greatest chance to influence their promotion chances to E5 and 6. They can follow the paperwork from start to finish and have some idea when they will finally be able to yank off the old rank and sew on the new. But the key to their chances for promotion ride on their performances in front of the promotion board.

The process begins when a supervisor recommends promotion and the soldier meets the criteria, with or

without waivers.

Take Sp4 Tom White whose supervisor decided to put him in for promotion to Sp5. This is what happened with his recommendation and what he did to make the next grade.

His boss talked it over with White and asked him if he'd be interested in the promotion. The paperwork then goes to the company.

White's been a good soldier, never in trouble. The company commander decides to go along with the recom-

mendation, adds his comments and forwards it to Troop Command. They add yes and forward it to Military Personnel. Personnel computes the number of points a soldier is eligible for, sets up the promotion board and puts out the standings list.

White is lucky. If he falls short of points to begin with, there is the possibility that later in the year he might have enough — E5 standings are recomputed twice a year, March and October, so whatever points he has added during that period will be added to his total.

For a person on the E6 list, the recomputation months are April and November.

Personnel calls White in to discuss his promotion worksheet and the number of points collected during his military career to that point.

White has no chance to max the 1,000 point worksheet. He can collect up to 250 points from the promotion board and 750 points from administrative sections, which include education, awards and military service. His time in service and time in grade will keep him from the max before he even begins to look at the rest of the worksheet.

There is a possible 100 points for time in service. White meets the minimum time for the primary zone, 36 months, which is good for 70 points. For every month over that, it's another point and for every one under, it's a point taken away.

Time in grade is worth another 100 points. It works the same as service time, a point for each over and a point lost for each under. White has been in grade for 14 months, which adds another 76 points to his score.

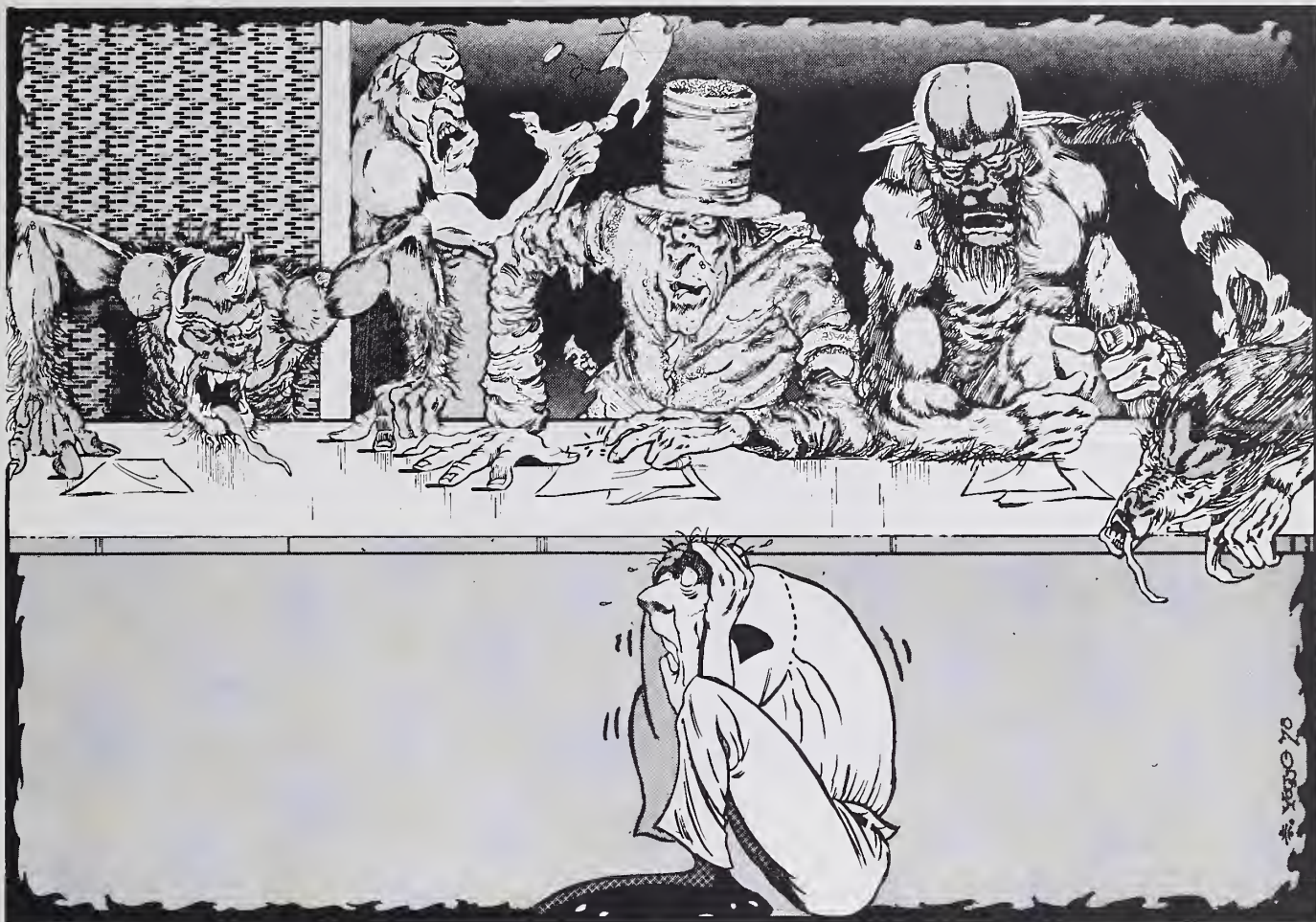
Turning the worksheet over, the first section White sees is the area dealing with EER weighted averages. His average is 117 which gives him 139 promotion points. The point value in this area ranges from 150 and for all EERs maxed to an equal point value for 98 and below.

Under the new system, E4s do not receive EERs. To help make up the point difference, the individual's com-

Promotion & Boards

by Linda Lee
7th Signal Command
Ft. Richie, MD

PROMOTION QUALIFICATION SCORES FOR PROMOTION--SEPTEMBER 1980												
TO GRADE E-5							TO GRADE E-6					
MOS	PZ	# ON	#	SZ	# ON	#	PZ	# ON	#	SZ	# ON	#
MOS	SCORE	LIST	PROM	SCORE	LIST	PROM	SCORE	LIST	PROM	SCORE	LIST	PROM
008	450	0	0	500	1	1	886	2	0	886	0	0
00E	450	1	1	701	2	2	836	137	10	886	253	2
00J	*	*	*	*	*	*	886	0	0	886	0	0
00U	*	*	*	*	*	*	886	4	0	886	21	1
01H	801	0	0	801	0	0	886	1	0	886	8	3
02B	801	15	0	801	20	3	886	1	0	886	16	0
02C	450	0	0	500	1	1	886	0	0	886	0	0
02D	450	3	3	500	3	3	886	0	0	886	3	0
02E	450	2	2	701	13	3	886	1	0	886	4	0
02F	450	1	1	500	3	3	886	0	0	886	1	0
02G	450	0	0	500	1	1	550	0	0	716	2	2
02H	450	0	0	500	0	0	886	0	0	886	0	0
02J	801	11	0	801	9	0	886	5	1	886	16	0
02K	450	0	0	500	1	1	886	0	0	886	1	0
02L	450	6	6	741	13	2	886	1	0	886	12	1
02M	450	0	0	500	0	0	886	4	0	886	11	0
02N	450	0	0	500	0	0	886	0	0	886	0	0
02S	450	0	0	500	0	0	776	2	2	886	13	0
02T	801	0	0	801	0	0	886	0	0	886	0	0
03C	741	35	10	801	4	2	886	60	1	886	15	0
05B	450	41	41	500	46	46	*	*	*	*	*	*
				500	29	29	886	174	3	886	243	2



Going before semi-centralized E5 and E6 promotion boards, while often thought of as a nightmare, can be made con-

siderably less stressful by studying current events and basic military subjects.

pany commander is authorized to give the soldier up to 150 points. This could work to the soldier's benefit.

Part 4 is the Skill Qualification Test area and as White hasn't taken it yet, all his admin points will be totaled and a certain number of points added to that, depending on what he had. If he had taken the test, it would be worth anywhere from 50 to 150 points, dependent on what he had scored.

But, to determine how many points he will receive, the rest of the form has to be filled out.

The next section White checks out is the awards and decorations. Fifty points are possible. His Good Conduct Medal is worth 10, the Army Commendation Medal is 20 and a certificate of achievement signed by his commander (a commander serving in a LTC slot or higher) is another 5, half of the total amount allowed for

certificates. He adds another 35 points to his total.

The area where White expects to made the most admin points are in the next section — military and civilian education. He starts off with 75 for his high school diploma and adds another 48 points for his college — 18 credit hours of actual classes and the remainder, 30, from CLEP tests. Each credit hour of college is another point, so if White finds himself short after he finishes, he could take another class for points to be added to his recomp.

Two hundred points are available through education, with no maximum or minimum in either the military or civilian category. He has received 123 civilian education points, which still leaves him a possible 77 in the military area.

White has attended the Primary Leadership Course, worth 30 points,

and has completed 100 hours of correspondence courses, which is a point for every five hours successfully completed. That's another 20 points White can add to the education section and to his total.

If he had taken any other military courses, at least one week in length, that would have been another two points per week.

Adding up his points, personnel comes up with a total of 493 points, to which they add 106 equivalent weighted average points for the SQT he hadn't taken.

White has 599 points before he goes before the board. He signed the form, signifying that it is correct to the best of his knowledge.

Personnel officials suggest that individuals "Study the Soldier's Manual of Common Tasks, know what is going on in the current affairs area and

know military subjects and courtesy. If you can, have someone ask you questions that you might hear from board members. Pretend that you are in front of the board and answer him like you would a board member.

"Don't worry if you're not sure of the answer. If you can talk about the subject intelligently and remember to speak up, you shouldn't have too much trouble," the officials said. "Also, remember to report to the president of the board correctly."

Areas that White are evaluated in are: personal appearance, bearing and

self-confidence; oral expression; knowledge of basic soldiering; self-improvement through civilian courses; self-improvement through military courses; achievements, such as soldier of the month; and evaluator's appraisal. The board member also has to check a block recommending promotion.

The average score here runs around 230. Our friend White managed to come up with 245, which is then added to his admin point total and White has earned 844 points in the pri-

mary zone.

From then on, all he can do is wait and watch the cutoff scores that DA puts out monthly. His board was held during April, so the last is dated the first of the month, making White eligible for promotion July 1.

With his 844, White shouldn't have to wait too long. There is one thing to keep in mind, however, according to personnel — upon accepting promotion an E5 must have at least three months service remaining. An E6 needs at least a year.



Centralized Promotions

by Linda Lee
7th Signal Command
Ft. Ritchie, MD

"It's not that easy to get promoted in today's Army," says CSM Harold Hockenberry, 7th Signal Command, "but under today's promotion system, it's fairer than it was in the brown shoe Army."

CSM Clyde Down, Ft. Ritchie's top NCO, also thinks the system is better than it was. "But," he says, "the personal touch is gone, in most cases, for the upper grades. Any system is as good as the people who use it and the way they use it. I'd like to see a combination of both systems."

Under the old system, promotions were localized. The post was given a certain number of promotions to each grade monthly. Sometimes, there wouldn't be any to, say, E3, for months. Because it was localized, commanders judged whether their people were qualified or not.

The centralized system for E7s through E9s has changed all that. The only thing the board sees, and this is held at DA level, are the records for those individuals who meet the time in service and grade requirements, says Downs.

"All you know about the person is what is in his records. If everything in his file — EERs, awards and education to name a few — are good, there isn't anything to tell you that he isn't good at his job," explained Downs.

Dale R
e Bryce H
Willie F
Paul G
r Herman Jr
James S
son John A
James
Marvin Jr
as Walter N
eau Roland N
urch John L
lt Rolf Willie
ts John
liams James E
liams Jesse J
dards Robert
mer David J
MSGT
rams Arthur
cock Edward E
kins Jessie
uirre Thomas G
jun Antonio T
kin Samuel M
lexander Jerome
llen Donn B
Allen Mack
Anderson Henry
ellano James S

6 Bailey Isaac E
3 Bailey Larry J
18 Baldwin Thomas D
9 Baptiste Alexander
12 Barker Calvin D
1 Barker Richard W
13 Barnack Dallas F
6 Barnett Jimmie L
1 Bussuk Warren D
20 Batterson Max E
16 Baxter Frank
14 Baze Hal L
23 Becker Dennis T
10 Beckett Jerry R
3 Belorit David R
13 Bess Lemuel L
31 Bickford Bruce A
Black Alton
12 Blais Roland A
8 Blose Harold J
20 Boggs Clyde S
7 Bongers Carol J
17 Bonner Michael B
7 Bowen John E
3 Bradley William H
5 Bromwell James C
19 Brophy James A
10 Brown James
13 Brown James M
c Bruner William L

3 Burks Jerry
21 Byington Homer
22 Caine Karl M
27 Cainglet Narciso
31 Caldwell Billy V
13 Campbell William
25 Carlson Ronald
19 Carr Ronald L
10 Carrigan Thomas
5 Carter James W
27 Castro Henrique
26 Caylor James P
12 Cepeda Guillen
23 Chapa Jose Jr
29 Cheatum Stever
2 Chester Jack
18 Childress Bil
29 Christmas Jam
27 Cisneros Alfr
3 Clabaugh Don
18 Clark Charles
6 Clark William
30 Coach Louis
16 Cole Irene F
5 Coleman Robe
17 Coles Theop
31 Coley Elton
21 Collins Lee
4 Conway Char
7 Copelyn Mar

"That's one reason I would like to see a combination of the systems — the people, such as the man's commander, who know him should have a say in it. I wish they would put the upper enlisted promotions back on a localized system."

Promotions through E4 are on a local basis, with the individual's commander and supervisor having the yea or nay. In most cases, it is an automatic step up.

When it comes to promotions to E5 and E6 the system is semi-centralized. As Hockenberry explains it, "the individual is chosen for promotion, goes before a promotion board here and is put on a standing list where he waits for a cutoff score from DA."

With the old system, when promotions to E9 were local, the soldier had to have a vacant slot in his promotable grade in his MOS to move into. "You could come into a unit at the same time as a lot of others who had the same MOS and were the same grade. If the slots above you would be filled, you could stagnate," says Downs. "If there wasn't a vacancy, it was a 'sorry about that!'."

It was also a case of seeing how many promotions came down from DA and what the soldier's number on the list was. If only two E6 promotions came down, it would be the top two on the list. "I made E6 in 47 months," said Downs, "and I sat there for eight-an-a-half years before I finally made seven."

There was another way to get a stripe but, according to Downs, it wasn't the nicest way to make it. When an individual would lose a stripe that slot would be vacant, allowing a soldier on the list with the same MOS another chance to advance. It was called a 'blood stripe.' "It was a rotten way to make it, but it was a good thing under the confines of the old system," he said.

With the old system it seemed that more people made rank faster, says Downs, "but I'm here to tell you that that wasn't always so." During the Korean Conflict, people were promoted because of the war and the



For some, promotions seem to rain from the sky while others may only feel a sprinkle. The system puts the rain where it's needed.

build-up in the Army. "Following the conflict, however, it was hard. They froze all promotions for about a year or so," Downs explained. "Then they started again, but it was really during the Vietnam build-up, when they expanded the Army so much, that they needed senior ranks. If you were in the right place at the right time, you had it made."

Downs believes that in today's Army they promote on potential, not what was accomplished before. He says that a soldier had to prove himself before he was even considered for the next higher grade. "I agree with what they're doing today, a man could wait an eternity before he gets the chance to prove himself."

He explained that under the old system, it was hard and in many cases, impossible for a soldier to get a chance to prove that he could take the responsibility of the next higher grade. "It stopped a lot of good people from receiving promotions they deserved," he said. Now the Army looks at what

a person has done and decides what he could be capable of.

Another area in the promotion system where the Army has changed is education. "Much more emphasis is placed on education and that's a lot better. There's more opportunity to get an education in the Army than with a large organization or business," he says. "But, how many people take advantage of it, is another story. When looking at someone's records and considering the individual for promotion, the education section can make quite a difference.

"The main thing missing in the promotion system is the chain of command. The people who know how the soldier does. In lower grades, it's not so bad, but it is for the centralized grade," comments Downs. "The Army is trying to dehumanize the system, but there's no way they can. Someone can yell bias, but they're human, so am I and until they can come up with a better system, it's the best we have."

Why Me?

by CPT Douglas A. Martz
Professional Development Officer
HQs, USAREC

The orders read "United States Army Recruiting Command." I was underwhelmed — my first thought being "Why me?" I'd read the *Army Times*, I knew recruiting's in trouble and that Total Army Support to recruiting was more than a buzz word, but I didn't figure they needed me. I didn't think recruiting was any way for an Infantryman to spend the next couple of years — away from the mainstream — out of my field (or any field), so to speak. I did the only thing possible. I called DA to discuss the situation with them.

"Hey guys, I said. "What is this garbage?"

"You're going to Recruiting Command," they said.

"I don't think you understand" I said. "I don't want to go to Recruiting Command. I've heard they ruin careers out there. Besides that, I'm an Infantryman. My blood's OD green with traces of Infantry blue. I jump out of airplanes, command companies, eat snakes, and all the rest. You know. Infantry. As they say, 'I am the Infantry, follow me.' I don't want to go. Give me a company. Give me a staff job. Give me anything — but don't send me to Recruiting Command."

"You're going to Recruiting Command," they said.

"We have a communications problem," I said, pretty patiently I thought. "They don't need me. I'm an Infantryman."

"Hold on for a second," they said.

"Wait out," I said.

"Do you know what Recruiting Command does?" they asked.

"I think so," I said. "They enlist people in the Army. That's where my soldiers come from — what soldiers I've got."

"What's that mean?" they asked.

"Well," I said, making an instantaneous commander's estimate of the situation, "first of all it means I'm short soldiers because of Recruiting Command. That's not really what you asked. Recruiting takes kids off the street, enlists them, and lets the drill instructors make them soldiers."

"Not just off the streets," they said.

"From the colleges, high schools, and vo-tech schools, too."

"Yeah," I said. "There too. At any rate, recruiters find these kids."

"That's a start," they said. "Go on."

"Well," I said more slowly, the sweat starting to run down my face, "they take anyone who's qualified, wants to go into the Army, and enlists them." I went on the offensive. "I see the ads on TV. I know it's a tough job. I mean, 'This is the Army' is a fine slogan, and I know recruiting's rough, but they need someone that's AG, not Infantry. They don't need me."

"Are you sure?" they asked. I was annoyed. The disembodied voice on the other end of the phone was starting to get to me.

"I say again," I said with Infantry forcefulness and directness, "They don't need me. They need someone with an AG-type background. Recruiting's outside my career pattern. It doesn't fit with where I see myself going. It interrupts my plans. I want to stay with the troops." I said the last part slowly, emphasizing every word.

That's what we mean," they said equally slowly.

"Huh?" I said. "What are you talking about?"

"We thought you'd never ask" they said. "You need to put recruiting in the big picture."

"Let's look at it in perspective." I groaned.

"We know you're Infantry," they began. "Your file says so, your assignments say so, and you say so."

"Thanks," I said. "I'm glad somebody noticed."

"Recruiting needs you as an Infantryman, because there's more to recruiting than numbers," they said. "As General Abrams said, 'People aren't in the Army. People are the Army.'"

I had a bad feeling things weren't going my way. "Go ahead," I said, resigning myself to the situation.

"Recruiting does what you think it does — finds kids in the civilian community and enlists them into the Army, but recruiting's got a small problem, and when recruiting has a prob-

lem the Army has a problem."

"I don't understand," I said.

"The Army fell 16,000 people short of its goal in recruiting last year," they said. "That means we, the total Army, fell short of soldiers we need by more than a division. That's a division the Army doesn't have to conduct its mission."

I picked up my teeth from the floor. "A division," I managed to sputter.

"A division," they confirmed. "Think all the way back to your basic course and tell us what that means."

"Well," I said slowly, "that means if the balloon goes up there won't be a division where we need one."

"Good thinking," they said. "You learn quick. Now put that in historical perspective — say the Battle of the Bulge."

I hesitated. I'm not dumb, but I didn't like the answer. "We would have lost," I said.

"Big time," they said. "All the marbles."

I was beginning to understand. "They need me," I said, somewhat modestly. The worry picked up again. "What about all the articles in the *Army Times*, civilian newspapers, the NBC report and things like that?"

"Glad you asked," they said. "Ever heard of leadership?"

"Vaguely," I said. "I'm an Infantryman . . ."

"You said that before," they interrupted. "You understand the problem we're facing."

"Not entirely," I said slowly, soberly, and with interest.

"Okay," they said. "Look at it this way for a moment. The soldiers in recruiting are in the Army's front line. One general said 'Recruiters are the only soldiers marching to the crack of the cannon.' He was right. Recruiters are the only soldiers we've got in 'combat' — and the only soldiers taking casualties. They need the best leadership in the Army. They need leaders who care, who are concerned, and who know how to get things done. After all, what's your concern as a leader?"

"Accomplish the mission and care

for the welfare of the troops," I responded instantly. If nothing else, I am a well-trained Infantryman."

"Well?" they said.

"They need me," I repeated.

"You and a bunch of your contemporaries," they said. "Recruiting's a tough job. Providing the best leadership in the Army to our recruiters is the only way we're going to get the job done, done right, and done right the first time. The Chief of Staff of the Army said, 'The number one priority of the Army — the whole Army is manning the force.' We believe that. You should too."

"And the articles?" I asked.

"Think about it," they commanded.

I did. It came up effective leadership. "Send me in, coach," I said. "I'm ready to go."


They did and I did.

I've been out here awhile and what they said was true — really true. I didn't have any idea the intensity of leadership I'd have to use. It makes my company look like a piece of cake. Leadership out here needs to be more immediate, more precise, and more involved than leadership anywhere else in the Army. Oh sure, Recruiting Command partially trained me for the job I've got. My real training, however, came from the Infantry. The command supports me with people and resources, but leadership makes it all come together. The way I look at it, that's what the Infantry and the Army are all about.

It's a good job. I'm glad I came. I've got the best NCO in the Army working for me, and we do work — as in around the clock. I don't mind. I'm Infantry and leading soldiers, especially great soldiers like mine, is what it's all about.

As the poem says, "I am the Infantry. Follow me."

I am. I'm "providing the strength" for the Army. I'm having the time of my life. Recruiting is hard work, but well worth it. I lead troops, work with great soldiers, and see results every day.

It's the best job in the Army. 

Army aids civilian

by COL Jack Rollinger
Director Civilian Marksmanship Program

The purpose of this article is to get more sharpshooters in the military service! More?? Yes, indeed. In the past three years we brought in 5,491 but that was only 15 to 20% of the 18 and 19-year old members from 2,000 civilian rifle clubs currently supported by the Department of the Army. At this point, one may think, "here it comes again, another pitch on how to get 25 hours out of a 24-hour day," or, "just put in a little more effort and folks will be standing in line at your desk to volunteer!!" You may be skeptical, but please believe that my intent is only to provide recruiters and potential volunteers with information that can do us all some good.

If you'll take a few minutes to read on, you'll see that the Civilian Marksmanship Program offers a practically untapped reservoir of outstanding potential. Cultivated properly, we can accomplish three major tasks which include (1) a sound credibility position and public relations image for the recruiter, (2) a service to the shooting community which will build the marksmanship program and increase affiliated clubs and (3) a new approach to increase volunteers."

Why in the world is the Army supporting 2,000 rifle clubs and what is the Civilian Marksmanship Program anyhow? Well, first of all, the Army did not dream up the idea — that was done by the National Guard and the National Rifle Association more than 75 years ago and they moved legislation through Congress with the help of the then Secretary of War. The reason made sense because many Americans who entered military service at that time and fought in the Spanish American War did not know how to shoot a rifle and thus reduced the combat effectiveness of the units to which

they were assigned. That just couldn't be true — an American who couldn't shoot?? But it was true and it didn't take a major study to figure out why or what needed to be done.

Early firearms skill

Beginning with the Revolutionary War, Americans and their skills with

firearms became known throughout the world. The ability of farmers to lay down plows, pick up their rifles, quickly assemble into military units and soundly defeat a well organized and trained professional Army was unheard of until then. Development of our American frontier and battles fought with Indians kept those stories alive.



Susan Bordeaux, left, from Alexandria, VA., listens to an instructor from the Army Marksmanship Unit based at Ft. Benning, GA.

marksmanship clubs

Then tales about our famous cowboys, soldiers and lawmen served to magnify the stories until it was believed that no one on earth could dare match an American in a shoot out!! — However, as the West was won, our scattered farmers began to settle into towns and cities. Responsibility for family security was turned over to a marshal or the cavalry and later to the police department. Food for the table became available at local markets. Since there was no longer need for a father to teach his child to shoot, children no longer grew up with a rifle in their hands, so the trusty firearms were either hung above the fireplace or stored in a closet. As a result, traditional American shooting skills were lost.

Congress was convinced in 1903 that with the power to call Americans into military service for defense of the United States comes the moral obligation to make available means whereby citizens could develop marksmanship skills. Therefore, law was enacted (Sections 4307-4313, Title 10, US Code) to establish the National Board for the Promotion of Rifle Practice (NBPRP) and require the Secretary of War (later, the Secretary of Army) to develop and support a Civilian Marksmanship Program based upon recommendations of the NBPRP.

Army supports clubs

Through the years, Army support has been directed toward civilian rifle clubs and promotion of rifle practice and competition throughout the United States. Club support includes indefinite loan of rifles, free issue of ammunition and targets plus award of qualification badges for club members achieving various levels of marksmanship proficiency. Competition begins at the club and progresses to regional matches and state championships.

The Army provides ammunition and awards for these events and state rifle associations are supplied with M1 and M14 rifles that can be made available for these competitions. National Rifle and Pistol matches are held each year, in accordance with Section 3212, Title 10, USC at Camp Perry, OH, and operate for about 30 days from mid-July to mid-August. As many as 5,000 competitors representing every state, have made the annual trip to match their skills in what has become the world series of shooting.

This all sounds great — as does any give-away program — but what is the return on the investment and is it really cost effective? After all, the military services teach marksmanship in basic training, then there is annual qualification to keep service personnel proficient and combat ready. That's true, but the when did you last qualify with the military service rifle and how confident are you that you can hit a target at its maximum range?

If a prospect asks how well does a soldier learn to shoot in basic training, what will the answer be? Remember, the recruit fires about 250 rounds

worth knowing — more than 200 civilian instructors beyond draft age volunteered to conduct marksmanship training for service personnel at military installations throughout the United States. By 1968 we were supporting about 6,000 civilian clubs with a membership of about 500,000. But, today, we have only about 2,000 clubs with 135,000 members. Now compare the difference with the war in Vietnam.

Today, the Civilian Marksmanship Program is managed by the Director of Civilian Marksmanship (DCM). This office serves as the agency for the Secretary of the Army in carrying out approved programs recommended by the NBPRP. The entire program is administered by a staff of 14 at a cost of about \$400,000 per year. Additionally, congress authorizes \$340,000 for the issue of ammunition.

In 1979 there were 1,786 members of civilian rifle clubs who volunteered for military service. This translates to a cost of about \$415 for each club member who entered service. That doesn't consider the 65,000 members under 19 who are still in the program

“In essence, folks, we have already opened a path for you.”

with the M16 rifle in basic training and that would compare with a weekend match for a civilian competitor. Let's try some facts and see how they impress you.

During our last declared war (WW II) more than 1.8 million American citizens entering military service had previously received marksmanship training through the Civilian Marksmanship Program. Something else

or the 20,000 new members who will enter this program in 1980.

In the event your interest might have been aroused, let me point out some of the support the DCM makes available to recruiters. Our computer program provides quarterly reports, one of which lists our clubs broken down by zip code with information concerning name, address, and phone (home and business) of the club leader.

Army aids civilian marksmanship clubs

Information is also available concerning club membership by age, sex minority and how many entered military service the previous years.

In 1978, we conducted a survey of clubs reporting members entering military service. Of the 387 clubs responding (49 percent), we learned that 82 percent of those who entered military service had completed high school; 29 percent were attending or had completed college.

I'll bet you can't find another special interest group that will produce better statistics, not even the Boy Scouts! Speaking of scouts — the DCM supported more than 300 of their summer camps in 1979 by providing 12 million rounds of ammunition for marksmanship training. We learned that of more than 225,000 scouts in camp, 90 percent volunteered to participate in the shooting program. That's a pretty good indication that kids like to shoot and since guns are our business, we should all be promoting shooting programs.

Communication needed

There is a bottom line for the DCM though, so your suspicions were right all along. With 2,000 clubs and a staff of 14, we have a communications problem. There is just no way for us to make contact with our clubs other than by phone or mail. As a result we have lost 1,159 clubs in the last five years while enrolling only 655 new clubs. We feel that personal contact could save many of these clubs. Even a local contact would be of great value because a club with a problem would be more apt to talk to someone in the area than to try to contact Washington.

I believe that if a recruiter would review our reports and contact a local rifle club enrolled with the DCM, a positive response would be received. We are not looking for club leaders or marksmanship instructors. We just want to make sure that our clubs are satisfied with the Army support they are receiving.

This is where the DCM program can be one of the greatest tools for the recruiter. For example, a recruiter visits a DCM club — maybe it's just an award ceremony and the recruiter is there to hang medals on some proud kids (DCM issued 20,000 awards in 1979).

Gets recruiters contacts

In the course of conversation the club leader mentions a problem of a broken rifle. The recruiter then goes into action — "That's no big problem, I'll take care of it for you. Where is your phone? — With that, a collect call is placed to the Office of the Director of Civilian Marksmanship (202) 272-0810, and the staff is advised of the name of the club and the fact that a rifle, by serial number, needs to be replaced. That's all there is to it. Within a few days the club will receive a replacement rifle in a box with a postage paid sticker inside to return the broken rifle.

Now who do you suppose has been a great help to the club and will be a welcome visitor in the future? No doubt. It's the recruiter who just performed a valuable community service which made the Army look mighty good and there were no strings attached.

We would like to have feedback from anyone who works this program and is impressed with the results. Our address is: Director of Civilian Marksmanship, Department of the Army, West Forrestal Building, Room 1EO53, Washington, DC 20314.

Oh yes, I don't want to appear overbearing or optimistic, but I should at least advise that we informed our 2,000 clubs that we would be encouraging the Army recruiters to visit the clubs and assist in any way that they could. We also enclosed recruiting brochures provided by the Army and National Guard Marksmanship Units! In essence, folks, we have already opened a path for you.



Consolidated 1979 CMP Report

Ages	10-11	12-13	14-15	16	17	18	19-20	Over 21	TOTAL
Boy Scouts	766	1,106	1,333	486	496	246	148	118	4,699
Junior HS	29	526	976	167	148	59	27	0	1,972
Police	121	676	1,344	647	485	225	127	440	4,065
Senior HS	117	650	3,214	2,308	2,235	1,266	340	89	10,219
Veterans	85	291	599	283	213	143	85	526	2,235
Recreation	27	208	196	49	44	33	25	209	791
Conservation	2	24	65	12	14	10	7	363	497
Civil Air Pat	0	19	104	69	39	38	25	10	304
YMCA	38	141	211	66	63	55	27	36	637
Churches	0	14	54	5	4	0	0	0	77
Demolay	20	87	422	325	341	242	227	5	1,669
Boys Club	1	25	40	14	8	3	3	0	94
Boys of Wood	1	5	10	6	4	5	2	0	33
Optimist	36	110	191	78	56	26	10	19	526
Elks	19	36	56	11	13	11	4	0	150
4-H	269	561	808	364	269	171	53	26	2,521
Loyal Order	3	7	24	9	11	9	15	182	260
Sportmen Club	98	404	706	376	290	209	198	14,481	6,762
Others	1,964	6,587	13,059	6,231	4,936	3,975	6,053	54,633	87,438
TOTAL	3,596	11,477	23,452	11,506	9,669	6,726	7,386	61,139	134,949

Of the total 120,169 were males, 14,780 were females, 129,050 were white, 2,739 were black and 4,022 were of other races. Some 1,786 Participants joined the Armed Forces in 1979.

by Debbie D. Moser
Oklahoma City DRC

What's so special about SFC James Burke, a recruiter of less than two years in Lawton, OK?

Burke has never failed to make mission, and is a 320% recruiter year-to-date.

So what's his secret?

Is it his personality, or a surefire sales presentation?

Burke prefers to view his success at recruiting as "convincing people, not selling them."

"I convince people through personal testimony of my way of life and the Army," explains Burke. "I tell them what it's done for me."

Being flashy or super witty is oftentimes a sure scare. Burke says he is just "a simple, country boy" from Virginia and he has no problem communicating with Oklahomans.

"I don't put my applicants on," says Burke. "I listen well, back up a statement with facts and small talk too. I don't plan to overproduce or set a goal, I just work hard and overproduction is the end result."

An excellent example of Burke's overproduction appeared in a recent campaign for high school seniors in which, if a recruiter enlisted four seniors during March-May, he received a letter of recognition from the Army Chief of Staff.

Burke enlisted 11 seniors. Four of these were within the first month of the campaign.

In one year and seven months, the shortest period of time for any recruiter in the Southwest Region, Burke has earned every recruiting award possible. Only five other recruiters in SWRRC have earned a recruiter's ring. Burke was awarded his in March of 1980.

Since August of 1978, Burke has been the top recruiter in the Oklahoma City DRC for 12 separate months.

So what is the incentive driving Burke to overproduce and work from 7 to 7 sometimes more than five days a week? Money? Awards?

"I've worked long, hard hours on all my Army jobs," says Burke. "I feel all of my units were proud of me and would have me back any time."

Recruiting in Lawton, the site of the Army's Artillery Center, Ft. Sill, might appear as an advantage since people are familiar with the military.

On the contrary.

Burke explains, "Ft Sill's presence in Lawton closes as many doors as it opens. People tend to think of the Army as artillery and they don't like cannons waking them up all hours of the night."

Besides Lawton, Burke also recruits in Davidson, Frederick, Grandfield, Hollister, Loveland and Tipton.

Burke had heard some comments about the attitudes high schools in Lawton have toward the Army which he feels are similar in other high schools.


"I had heard Lawton's high schools were hard to get into and get lists of high school seniors from," says Burke, "but I make it a point to go to the high schools almost daily on business and to visit. Most people from Lawton's Eisenhower High School know me when they see me and don't have to ask why I'm there."

The result is enlisting all types of people because, "if you recruit the total school, you get the total market," according to Burke.

When Burke visits a high school or meets an applicant for an interview, he takes pictures of people in the Army who went to that particular high school.

If an interview hasn't been established Burke might get a little help from a friend, a recruiter aide.

"I wanted to talk to some guys, about the Army, who hung out in a place a stone's throw from the high school," begins Burke, "but they wouldn't talk to me. The recruiter aide with me shot pool well, so he played with these guys and then they talked to me."

Burke's ratio of success rate in recruiting, number of contacts as compared to number of contracts, is 3 to 1. 

Oklahoma
City
recruiter
is
OK!

Professional Development

*Story and photos
by Greg Bartholomew
Seattle DRC*

The Professional Development team at the Seattle DRC has developed a solid reputation for the strength of its programs. "It's one of the best I've seen in Western Region," says MSG Richard G. Neal, of WRRRC PD. "They actually find discrepancies and fix them."

Other DRC staffs have consulted the Seattle team and later adopted some of their ideas. Neal says he would recommend other DRCs to use Seattle's programs as a model for developing their own.

Here SFC Alain Lacipierre talks about the Seattle PD program he has overseen as NCOIC since April 1978:

"After we first reorganized the Professional Development shop we went out in mid 1978, and conducted a thorough evaluation of our field force. As a result, we realized that the biggest problem we had was with the station commanders — not so far as their willingness to perform the job, but rather their lack of knowledge of the management systems needed to do the job.

"We then started Phase Two; the Leadership Management Development System. We took every station commander, potential station commanders, assistant area commanders, and area commanders. Each week a group of no more than ten came together, with no more than two people from the same area, which made it a lot easier for them to talk. For one week we addressed the basics of management.

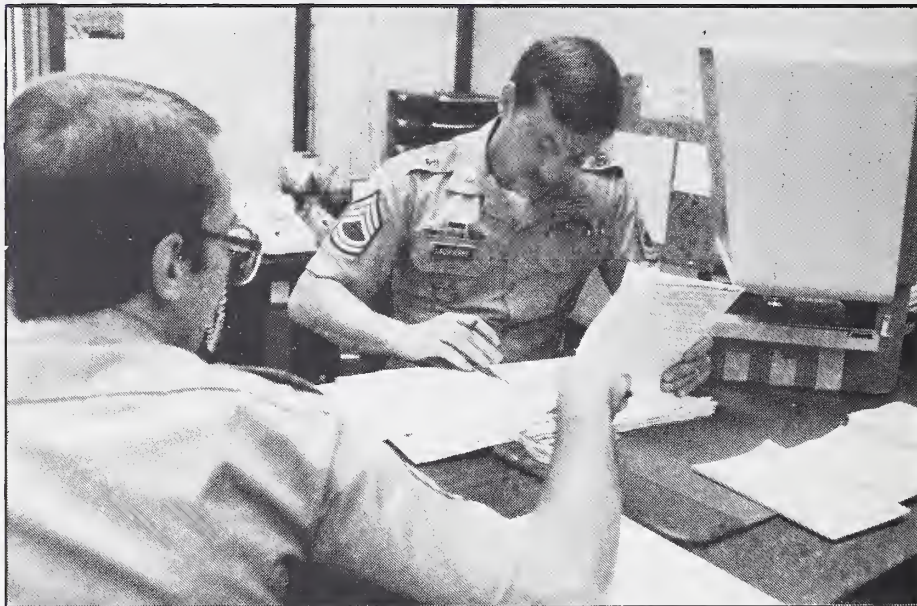
"Once this was completed, we went back out to the field. We spent three to four days with every station commander. During that time we also developed a self-analysis checklist, with input from all the staff sections — all the things that the station commanders should either be doing or should have at hand at the RS to do his job. Then we allowed the station commander to get back on track at their own pace. The checklist asked, for example, Do you understand the proper procedure for ordering adver-

tising? If the answer was yes, he went to the next question. If the answer was no, he went to the next column, which showed him exactly what regulations pertained to this item, which chapters of the regs he should be aware of, and how to order them if he didn't have them.

"We are now in what I like to call Phase Three, which is actually working with the field recruiters. The recruiters we work with first are the new recruiters. Every new recruiter gets the opportunity to have the assistance of a PD NCO for three days. At

than a get-together where people expressed their gripes rather than training in a task in which there are deficiencies. PD has written lesson plans and training materials for the station commanders to use in station training. We also involve outside resources. For instance, the senior guidance counselor may participate in the station training if, for example, the station is having a big problem with enlistment packets.

"We have had three organizational effectiveness seminars. We had the USAREC OE team put on a seminar



the same time we address the old-timers who have been here for a while.

"In the process of getting to Phase Three we had to assist the area command groups in their quarterly training. At the end of each quarter, the PD NCO conducts a seminar meeting with the assistant area commanders. Here they discuss all the positive things that have happened and all the things that did not work very well that quarter. Based upon this evaluation, they come up with the quarterly training schedule, which reflects the tasks that need to be improved.

"We discovered that a lot of the station training itself was no more

for a new commander so he could hear from everybody at the DRC. During last year's annual conference an OE team conducted a workshop, mainly on establishing goals. Three months ago another OE team came in and worked with two of our areas and with the DRC staff.

"When PD is out in an area, we request that the assistant area commander or the area commander be with us so that when we depart a zone they are able to maintain follow-up.

"We observed that in the past, PD was doing brushfire work: They were going to a station that was not successful and they were actually doing

team is DRC model

talk with everybody and discover the real problems. Then based on what we discover, we take appropriate actions to solve the problem with one-on-one, hands-on training. When only the symptom is addressed, the station is maybe fixed for two or three months, but three months down the line the problem reappears and you are right back where you started.

"When we first started this program in 1978, out of 118 recruiters in the DRC, there were about 15 who were making 100% each month. Today about 85 to 90% of the field force is at about 100% for the year, so the change is really obvious. In part this has come from the determination of the PD team to address **problems** rather than **symptoms**.

"As far as the individual and his career development within the Army are concerned, we are conducting counseling for all new recruiters who come on board. I go back with the individual over his military and civilian education records. Based on this I make suggestions to the individual about what he should take as far as recruiting for three or four days.

"Our main philosophy now is that above all we do not overreact to symptoms. Symptoms can be, for example, the production of a station falling down, drastic changes in the production of a station, or personal problems within a station.

"Rather than going to the station and saying, 'OK, this is what you have to do to solve this symptom,' we'd rather spend two or three days to

correspondence courses and civilian education so he can remain competitive with his peers.

"For example, in this command we have 120 recruiters. Right now we have 73 actually enrolled in correspondence courses. We start them all off in the beginning with an easy correspondence course, such as the one in recruiting and retention. It's simple enough to finish in two months, and it gives the individual that first victory. It's a motivation for him to keep on going to longer courses.

"In the PD office we have an entire library of all the soldiers manuals for the SQT EPMS system. Each person assigned to this DRC gets a copy of his own secondary MOS soldiers manual, so he can maintain his proficiencies.


"We do not wait until SQT comes out to discover our level of proficiency. We give our own SQT as we go to the recruiting stations. This way PD is constantly prepared and we can prepare the individuals.

"Once the program has been established, the endorsement and support of the DRC commander and sergeant major are very important. The success of the Seattle PD team comes from the hard work of the PD NCOs and the

commander's understanding of the importance of training. The PD team here has been made an important staff section.

"The whole program's success depends on how your assistant area commanders, senior guidance counselors and other key personnel perceive your activities. If they see you strictly as inspectors and they cannot see results from your efforts, pretty soon they will not be very enthusiastic about having you back in their areas.

"Very fortunately, we have tremendous support with the assistant area commanders. That rapport was established by involving them in the planning process of the PD program. When we are working in the areas, we do not dictate to the assistant area commanders what the PD people are going to be doing in their zones. Nor do we dictate what station the PD NCO is going to. That decision is made by the assistant area commanders with the assistance of the PD NCO.

"In 1978 we had only one zone making mission: out of six areas, we have five who are at 100% for the year, and the sixth will make up its deficit by the end of the year." 

SFC Alain Lacipierre, left, reviews a new recruiter's education records as part of the career counseling his DRC PD team performs. The PD team coordinates with the Ft. Lewis Education Center for the Seattle DRC recruiters' educations. At right, SFC Rich Buttram of the PD team points out the market analysis map to Bellevue Station Commander, SFC Jesse James. The PD team has been active in developing the management skills of leaders throughout the DRC.





Army Recruiter SGT Pam Anderson, of the Houston DRC, enjoys a few moments with an 81mm mortar during an Army-sponsored bivouac for Explorer Scouts of the Houston Area at Camp Bullis, TX outside San Antonio. (Photo by J. Patton)

OVER 60 EXPLORER SCOUTS and Scouts leaders from Houston area posts recently had the opportunity to learn and test some new skills during an Army-sponsored bivouac at Ft. Sam Houston's Camp Bullis outside San Antonio, TX.

The Explorers were treated to two-days of activities at Camp Bullis that included a weapons firepower demonstration, rappelling from a cliff, a land navigation course, a nature hike, first-aid proficiency demonstrations and a dance.

The weapons demonstrations were put on by Texas National Guardsmen from San Antonio with several

weapons systems being shown to the scouts. The weapons included the M-16 rifle, M-203 grenade launcher, M-60 machine gun and the "grease gun" machine gun. The Explorers were able to fire each of the weapons, except the "grease gun" following operation briefings.

The TOW missile system, the M-47 missile system and armored personnel carrier mounted, 50 caliber machine guns and mortars were also demonstrated. (Houston DRC)

HAD THE BALLOON GONE UP? Some residents of Salt Lake City, UT, wondered if it had as Army UH-1 "Huey" helicopters of the 321st Army Reserve Medical Detachment began flying evacuation flights from near Ft. Douglas to the East and West High School football fields.

The weekend exercise involved elements of the 96th Army Reserve Command and the Army Junior Reserve Officer Training Corps of the two schools. The JROTC cadets played the wounded complete with simulated combat injuries and battlefield dressings. Once treated at the assembly points they were airlifted to the 1,000 bed "328th General" Army Reserve hospital.

The exercise provided great publicity for the Reserves with all three Salt Lake City television stations showing clips on their 6 and 10 p.m. newcasts. Some 200 Army Reservists and 82 high school cadets participated in the training which generated Army Reserve awareness throughout Utah.

"We feel that the weekend exercise did much to publicize the role of the Army Reserve and its importance in time of war or national emergency," said **Bill Morris**, chief of Public Affairs for the Salt Lake City DRC. "It had a positive impact on our recruiting efforts in the area." (Salt Lake City DRC)

BATTER UP! High school students in the Decatur, IL., area are getting to know more about the umpire behind the plate. **Staff Sergeant Earl Echohawk**, a field recruiter at Decatur's recruiting station, builds ties to his schools and students by umpiring baseball and softball games.

"Officiating and recruiting go hand in hand," says Echohawk, who is registered with the Illinois High School State Association. "My umpiring puts me in direct contact with principals, athletic directors and coaches — important contacts in any school. It makes it easier for me to get in the school as a recruiter."

Echohawk says that umpiring gives him valuable

exposure to participants and spectators. "Often, a prospect will recognize me as an umpire," he said. "It makes them more comfortable talking to me." That comfort has aided Echohawk in enlisting four contacts from games he has umpired. "But the benefits go beyond that," he said. "The exposure I get today may help me make an enlistment a year from now." (Chris Phillips, St. Louis DRC)



It may have looked as though present day Army and Marine recruiters were competing with recruiters of years gone by for active duty recruits. Army and Marine recruiters showed up for the grand opening of the Armed Forces Recruiting Station at the Somerset, NJ, village Mall in various current and historic uniforms. Somerset Mayor Robert Mettler used SSG Stephen Lofaro's saber to cut the ceremonial ribbon while Janice Keegan and SGT Gary Hansen joined in the event. (Ft. Monmouth DRC)

SERGEANT RANDY BACK WELCOMED HIS AREA COMMANDER'S dropping in recently, it wasn't as if Back didn't know he was coming. Back, to the contrary, awaited the commander's visit with enthusiasm. So did the 800 Franklin High School students. **Major Ken Jarman**, Suburban Area commander with the Cincinnati DRC descended from the clouds in a parachute jump to respond to Back's request.

Jarman, a master parachutist, thrilled the students as he descended trailing streams of brilliant orange-red smoke while he turned and spiraled before touching down on the X.

Out of his chute and surrounded by students, Jarman spread his canopy on the grass, and gave the youth a lesson in the intricate art of packing a parachute. One of the students was sufficiently impressed by the exhibition that he volunteered to try a jump himself.

The curious students also mobbed the UH1H helicopter which was used as a static display after the jump. Jarman and Back were aided by members of the Ohio National Guard and the 11th Special Forces Group.

Back says the jump "impressed people in the DEP and helped motivate some of my prospects." He obtained several leads during the event and favorable publicity appeared in the Franklin, Middleton and Springboro newspapers.

Jarman said, "This project, almost entirely in-house, delivered considerable benefits at minimal costs." (Mary Auer, Cincinnati DRC)

IT ISN'T EVERY DAY you're telephoned by the top noncommissioned officer in the Army, but that's what happened to **Staff Sergeant Russell G. Strode**.

Sergeant Major of the Army William A. Connelly called Strode, a recruiter at the downtown Salt Lake City Army Recruiting Station, to congratulate him as "the most effective recruiter in the Salt Lake City District Recruiting Command for the second quarter of Fiscal Year 1980."

"It is professionals like you who are helping to make the all-Volunteer Army work," Connelly said.

During the second quarter period, Strode signed up 31 young men and women for a 282 percentage rate.

Strode said his selling technique is simple. "I tell it like it is," he said, "and they (the enlistees) like what they hear. So many young men and women fail to set goals for themselves in life until it is too late. The Army offers goals and opportunities, too. For many of these kids, it's just what the doctor ordered."

Earning the Army recruiters' Gold Badge "for recruiting excellence" after just nine months on the job, Strode has enlisted 55 young people since his selection as a recruiter in 1979.

Before becoming a recruiter, Strode was trained as a helicopter gunner and crew chief and served in those positions while in Vietnam in 1970. He also served in his secondary MOS as a military policeman in Hawaii and Ft. Polk, LA.

He holds a B.S. degree from Chaminade University and he and his wife, Melissa, have a six-month old baby girl. (Ray Graham, Salt Lake City DRC)



Army recruiter SSG Russell G. Strobe, right, explains the Veterans Educational Assistance Program to prospective enlistee David Loughton of Salt Lake City. Strobe was recently named the top recruiter in the Salt Lake City DRC for the second quarter of Fiscal Year 1980.

STEPHEN FRENNIER WAS RECENTLY enlisted for a four-year active duty tour by his Sergeant First Class father and Captain, **Wayne Frennier**. A graduate of Seaside High School and member of the Delayed Entry Program, Stephen took the oath from his father, a platoon sergeant with the Combat Support Company, 2nd Battalion, 31st Infantry at Ft. Ord.

The older Frennier is also a captain in the Army Reserve, thus allowing him to put on the bars to swear his son in to active duty. (Don Norton, WRRG)

THE TRADITIONAL ROLE of teacher influencing student in career choices was reversed earlier this year when Lewiston Porter High School senior, **Vincent J. Lombardi** told teacher **Francis H. Farrell** of his recent Army enlistment under the Delayed Entry Program.

Prompted by Lombardi's enthusiastic view of military service and a genuine desire to support his country, Farrell decided to see what the Army had to offer him. As a result, Farrell was sworn into the Army Reserve just a few weeks after Lombardi enlisted.

Lombardi entered initial training following his high school graduation. According to Army Recruiter **Sergeant Joe Morris** of the Niagara Falls Recruiting Station, Lombardi planned to attend the parachute and Ranger schools following his initial entry training. He

also plans to apply for admittance to the US Military Academy.

Farrell donned the Army green this summer for training as a combat engineer with the locally based 98th Division. After his initial training he will return home for assignment as an Army Reservist.

A common interest in the military brought the student and teacher together in the School's War Gamers Club. Under the direction of Farrell, the gamers simulate modern warfare in a Lilliputian world using methods and rules similar to those the Army uses in table-top planning and charting of battlefields.

The club members must research their subject armies to determine tactics and weapons to be employed, said Farrell. Whether it be a World War II German Army or a contemporary Russian army, the club members must understand and at times think like the forces they deploy in their miniature table-top battlefields.

The battles are fought in open terrain and in miniature city streets using exact replicas of tanks and military equipment of various nations. (Edward Reilly, ATSP, Niagara Falls DRC)



War gamer and recent enlistee Vincent Lombardi, center, explains a table-top battlefield to Army recruiter Sergeant Joe Morris as science teacher Francis Farrell listens. Farrell joined the Army Reserve due to the enthusiasm Lombardi displayed after joining the Delayed Entry Program.

SOME 30,000 PEOPLE watched husbands and wives working together in the Army recently. The occasion was the finals of the Off-Road Racing Championships held in the Los Angeles Coliseum. Recruiters from the Los Angeles DRC formed a mounted color guard, using jeeps furnished by local reserve units.

In the flag-bearing jeeps, which carried the United States, the Army and the California State flags, were husband and wife recruiter teams: **Sergeant First Class Walter J. Yeary and Sergeant Rosemarie Yeary**, **Sergeants Erick A. and Dorothy M. Crocker** and **Sergeants Ephesian and Gale J. Waters**.

Sergeant Major John M. Griffiths, **Sergeants First Class Gene Smith and Phil Howard** and **Staff Sergeant Burney Evans** composed the balance of the color guard.

Following the playing of the National Anthem by the 40th Infantry Division Band the jeeps drove around the race course letting the colors stand out in the breeze.

"The response — the applause and cheers — we got as we went around the track was something to hear," said Griffiths. (Sam Rousso, Los Angeles DRC)



SGM John Griffiths salutes the flag, borne by **SGT Rosemarie Yeary** during the opening ceremonies for the recent Off-Road Racing Championships in the Los Angeles Coliseum. The flag bearer jeeps for the United States, the Army and the California State Flags were composed of husband and wife recruiter teams. Some 30,000 people attended the event which drew much favorable response, according to Griffiths. (Photo by Sam Rousso, Los Angeles DRC)

SFC Harrell



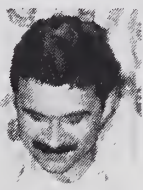
SFC Daniels



MSG Glenn



SFC Lawson



SFC Bernhardt

THE RECRUITER RING has been awarded to four Jacksonville DRC recruiters and a St. Louis DRC assistant area commander.

MSG Wayne F. Glenn received the U.S. Army Recruiting Command's most prestigious award for maintaining 109 percent of his assigned objectives for two years while a Jacksonville DRC assistant area commander.

SFC Clyde Harrell, a Valdosta, FL., station commander also received his ring from **BG Donald W. Connelly**, deputy commanding general of USAREC. Harrell met 151 percent of his objectives for one year.

SFC Lyle G. Daniels of the Deland Recruiting Station reached 151 percent of his objectives for one year.

SFC Antonio E. Bernhardt, a guidance counselor at Jacksonville's AFEES Station maintained 157 percent of his objectives for one year.

St. Louis' **SFC Charles Lawson** was awarded his ring by **MG Maxwell R. Thurman**, USAREC's commanding general. Lawson has also earned the three-sapphire-star badge and was USAREC's 1978 Recruiter of the Year. (Fran Corrigan, Jacksonville DRC & Chris Phillips, St. Louis DRC)

New reenlistment

The following article is MAJ Daniel J. Blaney's solution to the trend of mid-career noncommissioned officers leaving the service. MAJ Blaney is now with the 193rd Infantry Brigade but served in the Frederick Recruiting Area of the Baltimore-Washington DRC from June 1977 to July 1979.

It is possible to reverse the trend of mid-career noncommissioned officers departing the service, while at the same time reshaping our fighting forces through a new reenlistment option.

Recent studies indicate that the declining reenlistment rate among NCOs with 10-12 years of service has reached the critical point.

"reverse the trend of mid-career noncommissioned officers departing the service."

One such report, DOD DD-M622, relates to combat arms occupational skills, and details the steady decline in combat arms reenlistments, in the grades of E5-E7; FY 74 rate of 77.6 percent as compared to a FY 77 rate of 66.1 percent. This report emphasizes that a 70 percent rate is required for maintenance of manning levels. From another study conducted by the 9th Infantry Division, we can determine that from FY 77 to mid-FY 79 the divi-

sion experienced a declining reenlistment rate for the same category of NCO.

Together the studies conclude that mid-level NCOs are not reenlisting at the required rate. These studies imply three reasons for these declines: first career uncertainty; second, family instability; and third, benefits.

As a DA study on benefits and career uncertainty is undergoing analysis, this paper will concentrate on "FAMILY INSTABILITY."

To set the stage, let me point out that during four commands my units operated successful reenlistment programs, and my recruiting area was successful in obtaining its objectives in FY 77-79. From this experience base, I made a general comment that today's prospective married enlistee and the E5-E7 with 10-12 years of service are similar in their dislike for not being able to provide "FAMILY STABILITY."

This instability is exemplified by these often heard comments: "I cannot afford another PCS," "I cannot afford to feed, cloth, and house my family during an accompanied tour to that station", "I don't want to give up my house, boat, second car, extra household or recreational goods." The list goes on, but the underlying statement is clear: "I am tired of moving my family and losing money, causing a devaluation of my possessions and affecting the family unity."

Although we, of the old Army, may scoff at the young NCOs' pleas, we

have seen it happen too many times not to believe it. They're the same verbal reasons expressed by many when they retire as soon as eligible. With our current losses in manpower, we can no longer afford to shrug it off and say, "Do it or get out — or — enjoy your early retirement."

"I am tired of moving my family and losing money . . . and affecting the family unity."

In some cases, we commanders have not said that. As a matter of fact, in most cases, we haven't because these NCOs are usually of solid character, possessing professional competence, and want to serve, but have rationalized why they can't, and we are unable to change their decision.

The solution is not to rely on individual commanders to deal with the problem, but rather to create a reenlistment option that will meet the needs of the Army, while at the same time providing a means for the mid-career NCOs to provide "FAMILY STABILITY."

The solution I present is pragmatic and requires more commitment from the NCO than the Army. Let's redesign our posts throughout the world so our fighting forces are structured to

family stability

options suggested

specific battlefield areas or conditions and home base forces out of these posts, such as both Canada and England presently do.

The specific milestones required are:

- Identification of posts in CONUS that will act as feeder posts for specific units overseas.
- The establishment of a one-year hardship tour within CONUS and overseas.
- No command sponsored overseas tour.
- The development of a 20-month overseas tour to include two trips to the servicemember's home base post during the 7-10 and 14-16 months.
- The establishment of a nine-year unit of choice reenlistment option.

"The establishment of a nine-year unit of choice reenlistment option."

The procedure would work this way. As a member attains the rank of E4 (promotable, and is eligible under current standards to reenlist, he becomes eligible for a reenlistment option that states: first, his stateside post during the next nine years will be Ft.

Campbell, KY; second, he may be required to serve one long tour, 20 months, and one short tour, 12 months, at another post during this nine-year period, and third, his family would not be command sponsored, supported, or welcomed in an overseas or CONUS hardship tour area.

"his family would not be command sponsored, supported or welcomed . . ."

Current reenlistment options would continue, but let's try a new option that provides for the family and see if this trend of mid-career NCOs leaving the service can be reversed.

There are numerous benefits to the Army under this concept. First, we can decrease or eliminate entirely monies being provided to activities in overseas areas in excess of the needs of the servicemembers, i.e.: commissaries, AAFES, nursery schools, enormous Morale Support Activity facilities, DOD schools, family housing, movement funds, etc. The total will exceed billions of appropriated and nonappropriated dollars.

Secondly, the Army gains through the servicemember's willingness to train harder in an overseas area when he is not looking at the tour as a long

tour, but rather two long field problems surrounded by four vacations. It is easily conceivable that more training could be accomplished than ever before.

This solution is by itself no cure-all to the dilemma of why the E5-E7 with six to 12 years of active duty are leaving the service. It is simply a method whereby the Army and the servicemember both have their needs fulfilled.

The servicemember's needs are met by providing nine years of uninterrupted stability for the family, while the Army gains through its ability to structure forces through placing prerequisites on the limitations to this reenlistment option.

"a method whereby the Army and the servicemember both have their needs fulfilled."

Finally, there is the cost effectiveness. The servicemember gains by finally getting to buy a new car and watch it get old, or a house and watch it gain enough in value to pay the real estate agents and still have some left over to call profit, while the Army can finally save billions in overhead costs that can well be funneled into more critical areas.

Reservist earns 360 degree title

by Will Green
Ft. Lee, VA.

Fifty-seven-year-old reservist SP5 Joseph R. Wheatley would like very much to re-enter the active Army. Wheatley, who was born in Philadelphia and now lives in Hatboro, PA, says: "I'd like to be an Army recruiter. I want to tell prospective recruits about the educational opportunities the Army offers. I not only know about them — I've personally taken advantage of most of the opportunities."

The specialist isn't kidding. According to him — and a stack of certificates bear him out — he has completed such courses (extension or resident) as: photographic and laboratory technician, military justice, basic munitions, basic weapons repair, and intelligence operations specialist, among numerous others.

He claims to have taken all the subcourses available to enlisted personnel from Ft. Bragg's Psychological Warfare School, Ft. Devens' Army Security School, Ft. Gordon's Provost Marshal School, and Ft. Sill's Artillery School.

He has gained further education from the Infantry School at Ft. Benning, Signal School at Ft. Monmouth, Army General School at Ft. Riley, Adjutant General School at Ft. Benjamin Harrison, Army Chemical School at Ft. McClellan, and Medical Field Service School at Ft. Sam Houston.

This is only a partial list of education centers that have contributed to Wheatley's multi-faceted learning. Included in his military educational background also are courses offered by the Air Force, Navy, and Marine Corps.

Do you need the services of a taxidermist? Wheatley is a master at mounting a moose head. He can show

you a diploma from the Northwest Institute of Taxidermy, Omaha, NB.

Teeth need attention? He also has a diploma awarded by the Kerpel School of Dentistry, Philadelphia.

Want to discuss a fine point dealing with crime? The specialist is your man. He is a graduate of the Pennsylvania Institute of Criminology, he



SP5 Joseph R. Wheatley, Of the 422nd Field Services Company, USAR, works on a chart. (Photo by Joe Hirn)

says, as well as having had military experience in this area.

Are your eyeglasses giving you a fit? Wheatley says he is a qualified optician with a graduate optician's diploma from the National Optical School at Philadelphia. He also claims a doctor of optometry degree from the University of Calcutta, India.

India is near and dear to Wheatley's heart, and he can discuss Hindu philosophy by the hour. He spent years there as a youth when his father was stationed in India with the US Navy. His Army Separation Qualifi-

cation Record reads: "Interpreter: Hindu, Urdu, Hindustani, Chinese. Interpreted the English into these languages and, also, interpreted the languages into English. Speaks, reads and writes fluently."

The specialist, who wears a pilot's wings, was a flyer while in India, and can give tips on flying the "gooney bird" aircraft of World War II. "I flew the hump" — over the Himalaya Mountains between India and China — many times," he commented, "and it was a tough course. I was one of the 'flying sergeants.' We were supplying Chiang Kai-shek's army."

Wheatley entered the Army in January 1943, served in the Signal Corps and in the Army Air Corps where he became a master sergeant. He left the Army in 1946, after the war.

In 1950, he joined the Air Force, served in Korea as a foreign language interrogator, and later in Vietnam as an aircraft crewman.

He left the Air Force in 1965, but was with the Air Force Reserve until 1969. In 1976 he joined the Army Reserve because, he says, they needed a foreign language interrogator with his qualifications.

The specialist, who wears a chestful of ribbons, claims the Purple Heart with two oak leaf clusters, Distinguished Flying Cross with one oak leaf cluster, Air Medal with two oak leaf clusters, Asian/Pacific Campaign Medal with nine bronze stars, and the Korean Service Medal with five bronze stars. He says he also holds Presidential Unit Citations from Presidents Roosevelt, Truman, and Johnson; and from Generalissimo Chiang Kai-shek of China, and President Syngman Rhee of South Korea.

Just as some people collect stamps, Wheatley has spent a lifetime collecting degrees, diplomas, and certificates. A newspaper article about him in the 1960s stated that he had earned some 360. (The figure is well over 400 now.) This led to some people calling him "the 360 degree man."

At present, Wheatley is engaged in theological studies. "God has given me a lot," he says. "It's about time I gave Him something back."

Financial hardship causes VEAP dropouts

by ARNEWS

Most servicemembers who drop out of the Veterans Educational Assistance Program do so because of financial hardship, according to recently released DOD survey results.

About 17,000 questionnaires were mailed in February to active and formerly active VEAP participants to determine how the program is working. Of the 5,200 responses returned, most servicemembers rated the program midway between "good" and "fair."

VEAP is the educational program which replaced the GI Bill in 1977. Last year's annual report to Congress revealed that large numbers of servicemembers had discontinued their VEAP allotments. The survey was set up to help DOD answer such questions as: Why do servicemembers stop participating? How much do servicemembers know about the program? What would servicemembers like to change about the program?

Two questionnaires were mailed. One went to VEAP participants who were asked about their attitudes on the program. The other went to people

who had dropped out of the program.

Some preliminary conclusions drawn from the survey indicate that VEAP "favors" those who have greater educational plans, those who are single and without dependents, and those who can afford the required monthly contributions.

For example:

- An individual's estimated cost of getting an education was important in determining how the person viewed VEAP as an enlistment incentive, whether or not to continue active participation and how well the person rated the effectiveness of the program.
- Inactive/former participants were more than twice as likely to be married and have dependents. Further, as the number of dependents increased, servicemembers were less likely to enroll in VEAP. If they did enroll, they were less likely to remain active.
- Those who dropped out of the program said they could not afford to make the monthly contributions. Two out of three asked for their money back.

Most of those surveyed felt that VEAP had no part or only a minor part in their decision to enlist. However, over half of all members responding said they would "probably consider reenlisting" if they were given an additional bonus on their VEAP account after their first enlistment.

Servicemembers also would like to "increase the total amount a person can contribute to the program." Presently, members put in \$50 to \$75 monthly for a maximum three year savings of up to \$2,700. For each dollar they save, the Government then adds \$2 upon enrollment in an approved facility.

However, the most frequently mentioned change among both groups was "to do more to inform servicemembers about the program." About four out of five active participants said they did not "know all I need to know about the program."

According to a DOD spokesman, the results of the survey will now be used to help DOD determine the effectiveness of VEAP and how to improve it to better meet servicemembers' needs.



Here's how VEAP works

YOUR CONTRIBUTION	YOU SAVE	GOVERNMENT CONTRIBUTION	TOTAL
AFTER ONE YEAR			
\$50.00 a month	\$ 600.00	\$1200.00	\$1800.00
\$55.00 a month	\$ 660.00	\$1320.00	\$1980.00
\$60.00 a month	\$ 720.00	\$1440.00	\$2160.00
\$65.00 a month	\$ 780.00	\$1560.00	\$2340.00
\$70.00 a month	\$ 840.00	\$1680.00	\$2520.00
\$75.00 a month	\$ 900.00	\$1800.00	\$2700.00
AFTER TWO YEARS			
\$50.00 a month	\$1200.00	\$2400.00	\$3600.00
\$55.00 a month	\$1320.00	\$2640.00	\$3960.00
\$60.00 a month	\$1440.00	\$2880.00	\$4320.00
\$65.00 a month	\$1560.00	\$3120.00	\$4680.00
\$70.00 a month	\$1680.00	\$3360.00	\$5040.00
\$75.00 a month	\$1800.00	\$3600.00	\$5400.00
AFTER THREE YEARS			
\$50.00 a month	\$1800.00	\$3600.00	\$5400.00
\$55.00 a month	\$1980.00	\$3960.00	\$5940.00
\$60.00 a month	\$2160.00	\$4320.00	\$6480.00
\$65.00 a month	\$2340.00	\$4680.00	\$7020.00
\$70.00 a month	\$2520.00	\$5040.00	\$7560.00
\$75.00 a month	\$2700.00	\$5400.00	\$8100.00



SP4 Susan and PFC Jeffrey Waters, both MPs, present mirrored salutes. (Photo by Marshall Scruci)

Couples speak out

by Linda Lee
7th Signal Command

"Married couples are the best working teams the Army has got and it should realize it," says Vicky Sain, Army Community Services officer.

Sain, a first lieutenant and married to another (Todd) added, "Instead of portraying the man in uniform, with the wife staying home watching the children, the Army should show that both can be in uniform."

The Sains are representative of something that has recently been brought to the fore — a noticeable number of military married couples. She believes this is because more women are coming into the Army today than before.

"If the Army can keep people happy, they'll stay in," suggests SSgt. Charles Fisher, tech control, Communications-Electronics (C-E) Directorate. He is married to SP5 Lillian Fisher, a senior admin NCO at Ft. Richie. "The Army doesn't have a true married couples policy. If they could set up a special branch at Department of the Army for couples, it would be one set of paper work and there wouldn't be a problem of trying to get joint domicile," he said.

One of the main advantages in being a married couple in the service is the financial aspect says SP4 Nathaniel and PFC Kathleen Pogue. Both are military police.

"It's a good start when both are working, have a steady job and count on the money," said Nathaniel. "It also helped on the credit rating here — with both of us in, the credit union gave us a loan to buy a car and we got a loan from a business in town. There wasn't any problem at all."

SP5 Frank and SP4 Dana Anderson, crypto maintenance, Communications-Electronics Directorate, agree that financially a couple "in" can't be beat. "When we got back from a tour

Married and military

Aides were married

by SP4 Michael Roeger
Newburgh DRC

While the two joined the Army single, Privates Beverly and Billy Dixon had every intention of getting married when they completed basic training.

After finishing training as personnel administration specialists at Ft. Benjamin Harrison, IN, the two returned home as husband and wife recruiter aide team.

"When we arrived here," Billy said, "the recruiters prepared a working strategy for us. We've been able to make appointments for the recruiters. We've also gone to the high schools and talked to people there, we've talked to our friends too."

Beverly added, "A lot of people don't know what the Army is all about and we've tried to tell them."

As a result of their work, they've recruited two people.

After people see their uniforms and find out about the name-tag resemblance, they start asking questions about the training, and all other facets of Army life.

While the Dixons were in Yonkers, assisting the recruiting command, before heading to their first permanent duty station at Ft. Monmouth, NJ, they talked about their future. "It's still too early to decide about making the Army a career," he said.

"We may want to have kids," she added, "or try for OCS. But whatever we decide, we'll decide together."

The Dixons' stay in Yonkers showed that the Army is more than guns and tanks. It's people. The young family helped demonstrate that human element of today's Army.

in Turkey, we were able to buy a color television and a new car," said Dana. "All the necessary things."

She continued, "With the BAQ we draw (single person without dependent), it's easier to find a place to stay. I don't know how anyone on the outside (civilians) can make it, financially that is. A married (service) couple is better off than they are."

But, says SP5 Evelyn Bracken, she has more problems with money than she and her husband, SSG Ron, would have if only one was in. "They always manage to screw up my paycheck and it takes a while for it to get straight. And, when we move, it always costs us a lot because it's two moves — he moves and then a little later, I follow. That's two moves and two households. She works in crypto maintenance and her husband is NCO Club manager.

"It's the little things like this that make it so inconvenient," she added.

It's not just the paycheck that makes military marriages attractive said Charles. With both in the service, "you don't have to worry about medical or dental care — there's no worry about who's going to pay it or when and there's no problem with using **CHAMPUS**, neither one of us has to."

Being stationed together on the same post is an advantage for some, while others enjoy working together on the same shift and doing the same job. But, on the other hand, being separated is something that most couples aren't looking for and is cause enough for several of them to think about getting out.

As Kathleen says, "It's a real advantage working together, the same days and hours and doing the same job. When he complains, I know what the problem is."

SP4 Susan and PFC Jeffrey Waters, both MPs, work together on the same shift but as Susan says, "Whatever I do reflects upon him and whatever he does, reflects on me."

"We really enjoy working together," said Dana. It's easier to identify with each other. We work well together and it's comfortable, it's not as if we are hanging all over each other. It's

just knowing that he's over there. But, you can't say I want to work with my husband or go with him, you do what is needed.

"Each place we go, we say we want to work together and they say no to start with," added Dana. "It's no problem here getting the same shift, though."

Lillian works the same hours as her husband but in a different office. "With both of us in, it gives a better understanding of the other's responsibilities and when he's upset, I understand why he's yelling.

Sain works at Ft. Ritchie, while her husband, Todd, is stationed at New Cumberland, PA. "We can sympathize with each other and help each other with problems, but," says Vicky, "with each of us working towards a master's and with different schools because of the duty locations, we seldom see each other.

"And, it really hurts us financially — we spend over \$300 a month in gas bills alone and we're both driving economy cars. If we could both be here, it'd be a lot better. As it is now, if I'm not happy in it, the Army should see that. If I wasn't happy, I'd do my best to get him out," she concluded.

The military has been good to the Brackens says Ron. "They've been really good about keeping us together." Evelyn adds that their joint domicile is the only good thing about both being married in service, but added that with her shifts and her husband working the long hours at the NCO Club, one of them is always coming home when the other is going out.

When queried, the Fishers intend to remain in service, as do Ron, Nathaniel and Todd. The others are thinking of leaving the service, mostly for reasons dealing with their marriages and the Army.



Wife is chief controller

SP5 Debra E. Baldwin, selected as the Army Air Traffic Controller of the year for 1980 works the control tower for the US Army Communications Command at the Yuma Proving Grounds, AZ. Although pride and determination are major factors for

her success, she says her husband, SP5 Andrew Baldwin, is the real reason she's done so well. "He's a controller and he talked me into it too," said Baldwin. (Photo by Robert V. Hohmann.)



TAIR Topics

TAIR means hard work

*by Greg Bartholomew
Seattle DRC*

What are the ingredients of a good Total Army Involvement in Recruiting program? If you accept the view of Jim Simpson of the Seattle District Recruiting Command, one ingredient is "a lot of hard work."

Simpson is currently chief coordinator for his district command's TAIR program. He's been instrumental in helping to get military police, TOW weapon and parachute jump teams, helicopter, weapon and medical displays, tanks and marching bands for the recruiters. They've come by way of the active Army at Fort Lewis, area Reserve units and the Washington State Army National Guard. The recruiters say these units have gone a long way in helping to sell the Army.

It all involves considerable coordination time, said Simpson. Problems can occur in the nature of funding

limitations and conflicts with unit training schedules but, he said, "by allowing maximum lead time you can usually eliminate or at least greatly reduce many of these problems."

Simpson advises his recruiters to "concentrate on events which put recruiters and TAIR soldiers into direct contact with prospects."

MAJ Larry Payne, executive officer for the Seattle Command, added that part of the value of TAIR support comes from its ability to jell with school studies. "It allows recruiters to approach schools from the angle of 'what the army can do for you'," he said.

A major purpose of TAIR, after all, he said, is allowing potential prospects the opportunity to talk with soldiers face to face about their Army experience.

Soviet weapons displayed

Over a thousand Californians got the rare opportunity of a closeup view of some Soviet Union small arms weapons when the San Francisco District Recruiting Command, the 91st Army Reserve (Training) Division and a 9th Infantry Division Opposing Forces (OPFOR) team all teamed up to host a military open house at Camp Parks near San Francisco.

The five man, Fort Lewis, WA OPFOR team was brought to Parks under the auspices of the Total Army Involvement in Recruiting Program. With them came the Soviet weapon display which included pistols, rifles, machine guns, mortars and other attack weapons.

Also on display for the weekend "show" was an M60 Tank the 91st Division uses for training purposes. Parked to one side of a heavily traveled road adjacent to the open house area, the heavy duty track vehicle attracted many passers-by who otherwise, a district recruiting command spokesman said, would have missed the "show" altogether.

The OPFOR team presented a classroom briefing on the Soviet military to add to a full afternoon schedule of 81mm Mortar crew drills, dry firing exercises with the M16 rifle, and simulated assaults on enemy positions (held over an empty field next door to the site). Refreshments were provided by 91st mess personnel.

The spokesman said that while the 91st Division furnished the bulk of exhibits and personnel, the district recruiting command in conjunction with the Western Region TAIR Office arranged for the OPFOR appearance. The DRC also supported the Reserve needs in other open house areas.

"It (the open house) was both an outstanding success and fine example of the type of cooperation possible between the Reserves and components of the recruiting command," the spokesman said. "It gave the 91st Division the opportunity to show off its equipment and personnel while allowing recruiters some 'very hot' prospect leads for the Army Reserve. The event was very, very successful."

Recruiter Aid



HOW TO REGISTER TO VOTE

Item #2 on the FPCA calls for your address in the state you're requesting the absentee ballot from, not your current mailing address. If you're stationed in Germany and requesting a ballot from California, then your California address goes here. If you're in Georgia and requesting a ballot from Ohio, your Ohio address goes here. Be specific as possible so local officials can place you in the correct voting precinct.

Item #6 requires your social security number in block (a) and your ID card number in block (b). Your ID card number is the green number on the back of the card.

Item #9. Some states may hold you liable for state and local taxes if you vote in state and local elections. Check with your voting officer for information on your state.

Item #10. Check the appropriate box. For soldiers it will be block (a), for spouses and dependents block (b). If your spouse or dependents are eligible to vote, they must complete and mail a separate FPCA. you can't check blocks (a) and (b) on one FPCA and receive two registrations or ballots.

Item #11. Your mailing address goes here, probably the same one you entered on the front of the card. More than likely it will not be the same address you entered in Item #2.

Regulations direct that each soldier receive a FPCA. If you have not received a FPCA for you and your voting eligible dependents, contact your DRC voting officer.

POST CARD REGISTRATION AND ABSENTEE BALLOT REQUEST

Notice: Illegible or incomplete information may delay or invalidate your request

APPLICATION FOR STATE OF _____ COUNTY, CITY OR TOWNSHIP OF _____

1. Type or Print Full Name (Last, First, Middle) _____

2. My home residence is (or for citizens checking 10(g), my last residence immediately prior to my departure from the United States): No. & St. or RR _____

City, Town, or Village _____ County or Parish _____

Precinct No. (if known) _____ Ward No. _____ State _____ Zip Code _____

3. I am a United States Citizen, eligible to vote in the above State
(a) Place of Birth _____ (b) Date of Birth (Yr/Mo/Day) _____

4. If Naturalized:
(a) Place _____ (b) Naturalization No. _____ (c) Date (Yr Mo Day) _____

5. (a) Sex _____ (b) Height _____ (c) Weight _____
(d) Color _____ (e) Race _____ (f) Marital Status _____
Hair _____ Eyes _____

6. (a) Social Security No. _____ (b) Other Identification No. (Passport, I.D. Card) (See Instruction D.) _____
(See Privacy Act Statement)

7. I request registration (if required) and absentee ballot(s) to vote in the coming election(s).
Circle applicable election(s) (See Instruction E.)
(a) Primary _____ (b) Special _____
(c) General _____ (d) All as permitted _____

8. For primary election ballot, my political party preference is: (If party choice is secret for primary in this State do not answer. See instruction F.) _____

9. Check one box: (See Instruction G)
☐ (a) I request Federal, State and Local ballot, if I am entitled.
☐ (b) I request only Federal election ballot if provided separately by State.

10. I am: (check applicable box — See Instruction H)
☐ (a) a member of the armed forces, uniformed services or merchant marine in active service
☐ (b) a spouse or dependent of (a) above
☐ (c) a U.S. citizen temporarily residing outside U.S.
☐ (d) a spouse or dependent residing with (c) above
☐ (e) U.S. citizen overseas by virtue of employment (See Instruction I)
☐ (f) a spouse or dependent residing with (e) above
☐ (g) other U.S. citizen residing outside U.S. (See Instruction J)
☐ (h) Special _____ (See Instruction K)

11. Please mail my ballot to this address: (include zip code if applicable and ensure military or foreign address is complete)

12. The last time I voted was in:
a. Year _____ County, City or Township _____ State _____
b. Voter Registration No. _____ and Precinct No., if known: (See Instruction L) _____ Ward No. _____

13. I have not been convicted of a felony or other disqualifying offense or been adjudicated mentally incompetent. (If so, See Instruction M)

14. **Affirmation:** I am not requesting a ballot from or voting in any other U.S. State, territory or possession in the coming election(s). I swear or affirm, under penalty of perjury, that the above information is true and complete.

15. **Signature** of person requesting ballot.

OATH IF REQUIRED BY STATE (See Instruction N)
16. Subscribed and sworn to before me on (Year/Month/Day) _____
Signature of official administering oath _____
Typed or printed name of official administering oath _____
Title or rank, and organization of administering official _____

Item #7. Since most primary and special elections for this year are over, you'll probably want to circle (c) General or (d) All as permitted. The presidential election on November 4, falls under category (c) General.

Item #16. Some states require completion of an oath, others do not, and some like Ohio, require a separate oath. If you have any doubt, have your commander or voting officer administer the oath and complete this item.

Item #12. If you have not voted before, enter "Not Applicable." If you were registered in a precinct other than the one you are now claiming, you should complete this item. This will transfer your registration records. If you do not remember the information then indicate the approximate year and enter "unknown" in the other spaces.



Update

Across-the-Board Pay Raise 11.7%

PAY GRADE	YEARS OF SERVICE											
	Under 2	2	3	4	6	8	10	12	14	16	18	20
COMMISSIONED OFFICERS												
O-6	1,949.40	2,142.00	2,281.80	2,281.80	2,281.80	2,281.80	2,281.80	2,281.80	2,359.20	2,732.70	2,872.50	2,934.60
O-5	1,559.10	1,830.90	1,957.20	1,957.20	1,957.20	1,957.20	2,016.90	2,124.90	2,267.10	2,436.90	2,577.00	2,654.70
O-4	1,314.30	1,599.90	1,707.00	1,707.00	1,738.20	1,815.60	1,939.20	2,048.40	2,142.00	2,235.60	2,297.70	2,297.70
O-3	1,221.30	1,365.30	1,459.50	1,614.90	1,692.00	1,753.20	1,847.40	1,939.20	1,986.90	1,986.90	1,986.90	1,986.90
O-2	1,064.70	1,163.10	1,397.10	1,444.20	1,474.20	1,474.20	1,474.20	1,474.20	1,474.20	1,474.20	1,474.20	1,474.20
O-1	924.30	962.10	1,163.10	1,163.10	1,163.10	1,163.10	1,163.10	1,163.10	1,163.10	1,163.10	1,163.10	1,163.10

COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE SERVICE AS ENLISTED MEMBERS												
O-3	—	—	—	1,614.90	1,692.00	1,753.20	1,847.40	1,939.20	2,016.90	2,016.90	2,016.90	2,016.90
O-2	—	—	—	1,444.20	1,474.20	1,521.00	1,599.90	1,661.40	1,707.00	1,707.00	1,707.00	1,707.00
O-1	—	—	—	1,163.10	1,242.30	1,288.20	1,334.70	1,381.20	1,444.20	1,444.20	1,444.20	1,444.20

WARRANT OFFICERS												
W-4	1,244.10	1,334.70	1,334.70	1,365.30	1,427.40	1,490.40	1,552.80	1,661.40	1,738.20	1,799.70	1,847.40	1,907.70
W-3	1,131.00	1,226.70	1,226.70	1,242.30	1,257.00	1,348.80	1,427.40	1,474.20	1,521.00	1,566.60	1,614.90	1,677.30
W-2	990.60	1,071.30	1,071.30	1,102.50	1,163.10	1,226.70	1,272.90	1,319.70	1,365.30	1,413.00	1,459.50	1,505.70
W-1	825.30	946.20	946.20	1,025.10	1,071.30	1,117.50	1,163.10	1,211.10	1,257.00	1,303.20	1,348.80	1,397.10

ENLISTED MEMBERS												
E-9	—	—	—	—	—	—	1,413.60	1,445.70	1,478.40	1,512.60	1,546.20	1,576.20
E-8	—	—	—	—	—	1,185.90	1,219.20	1,251.60	1,284.30	1,317.90	1,348.50	1,381.50
E-7	828.00	893.70	927.00	959.10	992.10	1,023.30	1,056.30	1,089.00	1,138.20	1,170.60	1,203.60	1,219.20
E-6	715.20	779.70	812.40	846.60	878.10	910.20	943.50	992.10	1,023.30	1,056.30	1,072.20	1,072.20
E-5	627.90	683.40	716.40	747.60	796.50	828.90	862.20	893.70	910.20	910.20	910.20	910.20
E-4	603.60	637.50	674.70	727.20	756.00	756.00	756.00	756.00	756.00	756.00	756.00	756.00
E-3	580.50	612.30	636.90	662.10	662.10	662.10	662.10	662.10	662.10	662.10	662.10	662.10
E-2	558.60	558.60	558.60	558.60	558.60	558.60	558.60	558.60	558.60	558.60	558.60	558.60
E-1	501.30	501.30	501.30	501.30	501.30	501.30	501.30	501.30	501.30	501.30	501.30	501.30

BAQ				BAS			
Pay Grade	Without Full Rate	Dependents Partial Rate	With Depend				
O-10	427.80	50.70	535.20	Officers:\$82.58 per month			
O-9	427.80	50.70	535.20	Enlisted Members:			
O-8	427.80	50.70	535.20	When on leave			
O-7	427.80	50.70	535.20	or authorized			
O-6	384.00	39.60	468.60	to mess separately:\$3.94 per day			
O-5	354.00	33.00	426.30	When rations in-kind			
O-4	315.00	26.70	380.40	are not available:\$4.45 per day			
O-3	277.20	22.20	342.00	When assigned to duty			
O-2	240.60	17.70	304.50	under emergency			
O-1	187.80	13.20	244.50	conditions where			
W-4	303.60	25.20	366.60	no messing facilities			
W-3	270.90	20.70	333.90	of the United States			
W-2	235.50	15.90	299.70	are available:\$5.98 per day			
W-1	212.70	13.80	275.40				
E-9	229.20	18.60	322.50				
E-8	211.20	15.30	297.90				
E-7	179.70	12.00	277.20				
E-6	163.20	9.90	255.00				
E-5	156.90	8.70	234.30				
E-4	138.30	8.10	206.10				
E-3	123.60	7.80	179.70				
E-2	109.20	7.20	179.70				
E-1	103.20	6.90	179.70				

*Includes the 10% increase under Nunn-Warner



Reenlistment Division changes

There has been a reorganization of the Recruiting and Reenlistment Division, ODCSPER to realign the branches along more functional lines. There were no changes in mission or resources in the reorganization. The objectives of the new Reenlistment Branch are:

- a. Develop total Army reenlistment objectives consistent with the Enlisted Force Management Plan, Active Army Military Manpower Program and critical military occupational specialty requirements.
- b. Develop reenlistment policies, incentives, resource programs and management plans.
- c. Report reenlistment performance, analyze that performance by MACOM against standards and initiate remedial management actions.

The latest personnel additions are LTC Don Ruggerie, Branch Chief and SGM Dave Hawley, the Senior Personnel Reenlistment NCO who is replacing SGM Vernon Whitmore, now retired. The remainder of the reenlistment team are LTC Al Christensen, MAJ Joe Marm, and SFC Lou Manino. The new phone numbers are Autovon 225-7485/7489/7490.

Assignment problems limited

The chances of reenlisting for assignment to Alaska, Hawaii, Japan and Panama are very limited. In order to ease this problem, HQDA has severely limited foreign service tours in these areas. Also, POA reenlistments with 12 month extension of stabilization in these areas are now authorized only for soldiers with less than six years of service.

A number of soldiers, married to other servicemembers continue to reenlist for these areas and then request joint domicile. The chance for these requests to be approved is also very limited. This often results in extended family separations, renegotiation of the reenlistment contract, and loss of one or both soldiers to the Army.

Reup problems for 61 B and 61 C

Reenlistment NCOs should determine if the soldier will be requesting joint domicile. If so, the reenlistment should not be consummated until it is verified with MILPERCEN that a joint domicile will be approved.

According to AR 611-201, and AR 56-9, an individual must be marine certified, licensed through formal school training to be qualified in MOS 61B (Watercraft Operator) and 61C (Watercraft Engineer). Current school training only certifies soldiers at the 10 skill level. Soldiers in grades E5 and above cannot be certified at

skill level 20 and above; therefore, award of MOS 61B/61C is not authorized.

Reenlistment of soldiers in the grades of E5 and above will cause a hardship on the soldier because after completion of training, being not qualified for award of the new MOS, the soldier will be reported for reassignment in his previous MOS.

Recommend that soldiers in grades E5 and above, interested in reenlisting for these MOS be advised of the above.

SRB eligibility discussed

Effective June 16, 1980, the key to determining SRB eligibility became the amount of total service completed at the time of discharge. This differs from the previous rule which was based on the amount of previously obligated active service. (See Interim)

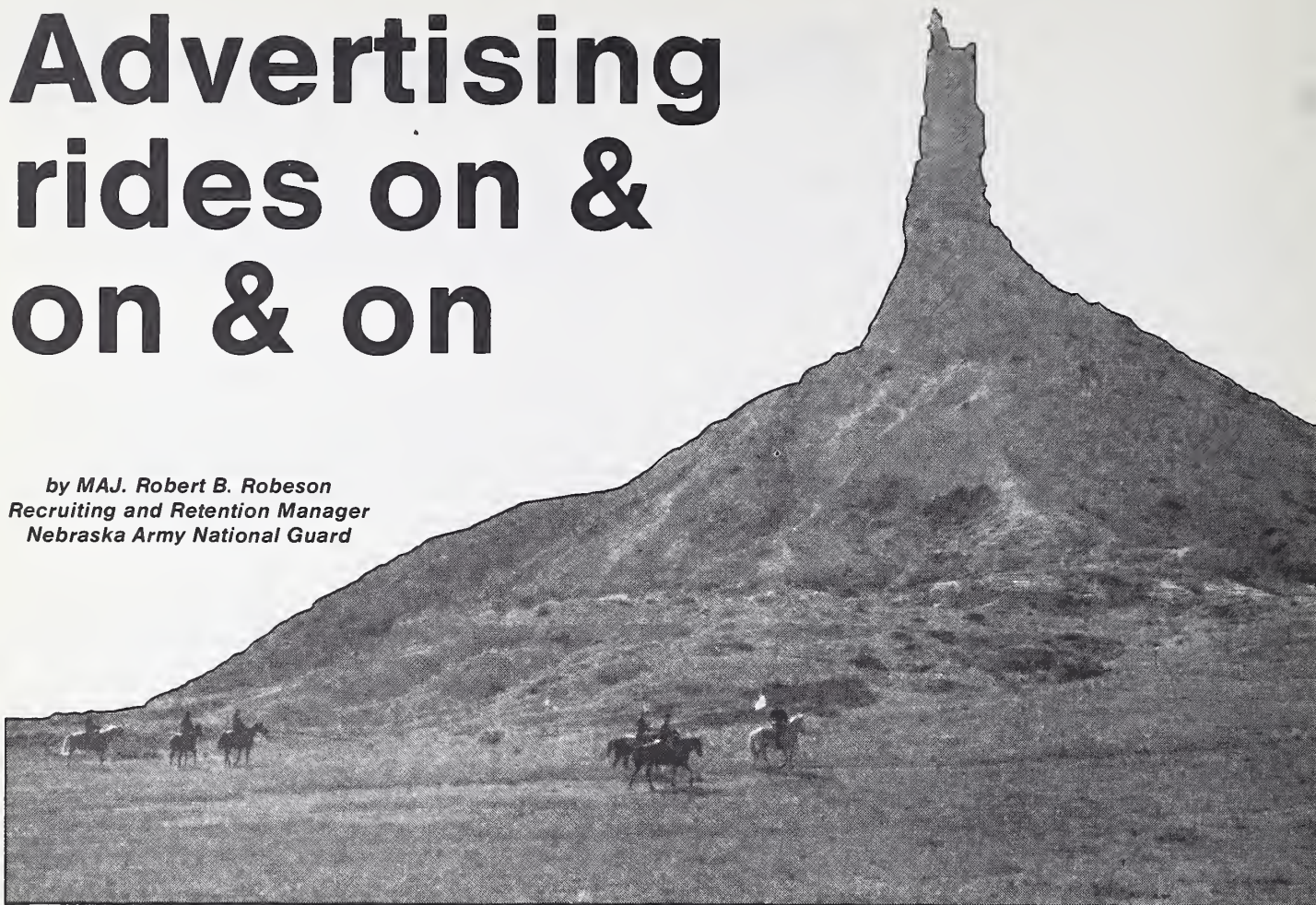
Example: Old rule — Soldier completes initial enlistment of three years and reenlists for four years in a non-bonus MOS. The soldier would be ineligible to receive a Zone A SRB at any future reenlistment, because SM previously obligated himself beyond six years of total active

service.

Under the new rule, the same soldier after reenlisting and serving two years on the reenlistment term may reenlist for a service remaining requirement. If his MOS is now authorized a Zone A SRB, he can be paid the bonus since he has completed less than six years of total active service at the time of reenlistment. SM will be paid the bonus for additional obligated service only. See Change 112, AR 600-200, dated June 13, 1980. POC is Bob Mayfield, Autovon 221-9770/9779.

Advertising rides on & on & on

by MAJ. Robert B. Robeson
Recruiting and Retention Manager
Nebraska Army National Guard



Temperatures rose along with the pulses of 21 people as the dawning sun spilled over Chimney Rock quickening the colors of the surrounding hills and gullies.

This early morning calendar encounter with what is undoubtedly the most famous natural landmark in Nebraska, was the culmination of CPT Tom Kay's, (Recruiting and Induction Officer) and SSG Tom Lovell's (Advertising Coordinator of the Nebraska National Guard) brainchild that had taken over five months to plan, coordinate and bring to fruition.

Nebraska Army National Guard recruiting has come a long way since 1978. In October of that year, state strength was at 68 percent. On July 1, 1980, it was 83.7 percent.

Before November 1979, there was no plan for using television and radio public service announcements in an overall media campaign. Then Lovell was hired as the advertising coordinator and all that changed. Within the space of six months, over 100

radio and TV stations were carrying Army Guard public service announcements on a daily basis, after he had contacted each station manager personally.

In addition, Lovell arranged with local stations to shoot TV spots with personalities such as Tom Osborne, head football coach of the University of Nebraska Cornhuskers, to gain more visibility with young people and their parents. A local personality of North Platte, NB, Charlie Evans — who is known around the world for his portrayal of Buffalo Bill Cody — also agreed to do three TV spots for the guard. Buffalo Bill was a brigadier general in the Nebraska National Guard.

In less than eight months, over twelve locally produced spots were arranged, written and directed by Lovell. Between these and the multitude of radio spots he wrote and distributed, the Guard receives nearly \$330,000 worth of free commercial advertising each year.

Then, the National Guard Bureau provided selected states, including Nebraska, with a 30-second TV spot, to be filmed on location. It was proposed to MG Edward Binder, the State's Adjutant General, that Nebraska use a visual, soft-sell, "Prairie Soldier" theme — with Chimney Rock in the background — to better relay our Midwest military heritage. The spot was written and choreographed by Kay and Lovell.

With the permission of Mr. and Mrs. Leo Durnal, the civilians who own 1,700 acres of land around Chimney Rock, plans were made for personnel and equipment to be ready on June 3.

The thoroughness with which the principal characters, on both the local and national levels, planned the logistical side of the spot, nearly reminded one of what went into the Normandy invasion. Without this cooperation from so many varied individuals, such a venture could never have gotten into the saddle.

The actual shooting day began by getting up at 2 a.m. — a time when a lot of people haven't even finished the night before. The military vehicles were picked up at the Scottsbluff armory at 3 a.m. and by 4:15, all participants, equipment and spectators were on-location at the Durnal Ranch.

At first, the eight riders trotted around like victims of a deranged plastic surgeon, attempting to be as inconspicuous as possible. Then we chased each other across the rattlesnake infested hillside en masse, an odor of sweat mingling with the strong smell of leather and dust.

Our coordination as a unit, in the beginning, was about as classy as long underwear, but we got better after a few trial runs. Getting eight horses and riders, who have never ridden together, to stop at the same time can often be a show in itself.

There were times when it did look like the Roman spectacle we all came for. The hardest part of the whole operation was trying not to run over the cameraman when everyone charged the camera on line.

Through the shooting sequences,

one of the riders carried a bugle at the head of our column and even attempted to liven the charges by playing it. But this effort had to be discontinued because he soon discovered that he couldn't chew tobacco and blow the bugle at the same time.

Joining up with this rank-heavy, mounted, Army troop appeared suicidal at times, as we attempted to reconstruct a history of people who considered a steam engine to be the last work in speed.

The air was hot, dull and heavy. With wool uniforms, authentic replicas of the 1854 era, and other regalia in 90 degree heat, it felt as though we were moving through an enormous solar sauna. After three hours in the saddle, the romance of shooting a TV spot had vanished, although the challenge of it was still there. After six hours atop our horses, we all had an appreciation for what the original "Prairie Soldiers" had to endure on a daily basis . . . for a lot less money.


Around 10 a.m., a soft drink stand near Chimney Rock would have been as welcome as a geiger counter store near Three Mile Island. Another hour

passed before the filming was finally completed. After seven hours in and out of the saddle, there was a distinct "thrill of victory" that it was over.

Most of us realized, then, that there's a lot more to a 30-second commercial than meets the eye and that we had about as much future in movie business as an organist in an insane asylum.

The patience of the film crew and the horsemanship of the Prairie Soldier volunteers helped to make this a memorable event for all of us and, we hoped, a part of future recruiting successes.

The spot is programmed to run on all Nebraska TV stations during January and February 1981.

This project required five months of extensive planning, writing and coordinating to provide the Nebraska National Guard with its first national TV spot. When it was all over at Chimney Rock, nothing was left behind but trampled grass, hoof marks in the sand, and another of life's missions accomplished. Perhaps that too, is the way it was with our historical brothers-in-arms. 



Modern day "Prairie Soldiers" of the Nebraska National Guard await a shooting sequence of a TV advertising spot. Members of the Guard spent over five months in planning and coordinating the 30-second spot which was shot on location near Chimney Rock, silhouette opposite page.



Sound off

Reenlistment comments

Request this Battalion be furnished an additional 100 copies of the May, 1980 *all VOLUNTEER* magazine.

This issue was one of the finest ever printed and I wish to commend the staff on their excellent publication.

More truths about reenlistment were put into this magazine than have ever been printed before.

William W. Dunn
SFC, USA
Reenlistment NCO



More on reenlistment

The *all VOLUNTEER* Vol. 34, No. 5, May 1980 is one of the best I have seen when it comes to reenlistment. My commander has the same thoughts. We are an ADA (Air Defense Artillery) Group with 23 batteries throughout Germany. Our Group is very much into reenlistment and my commander, COL Donald R. Infante, asked if I would try to get a copy of Vol. 34 for each of his battery commanders. He feels that this will help them in their reenlistment program. Any help that you may give is appreciated.

Richard C. Lee
MSG, USA
Senior RE-UP NCO

Fit to be tied

Reference the cover story photo on the June 1980 issue of *all VOLUNTEER* magazine.

The staff sergeant pictured in the Army blue uniform is wearing miniature medals and the standard necktie.

The following is quoted from AR 670-1, 15 Feb. 79 . . . "When miniature medals are worn on Army white and Army blue uniforms, the uniforms must be worn with a *bow tie* and the miniature medals will be worn above the left breast pocket in the same manner as for full-size medals."

I believe that a correction in the next issue is in order to preclude Recruiting personnel from using your publication as a reference for the wearing of the Army blue uniform, which, as shown, is incorrect.

Benjamin M. Martinez
SSG, USA Recruiter

Parade Praise

This letter is written as a member of the "Livingston County Pageant of Drums Committee." In writing this letter I am expressing the feelings of the entire committee and of the many hundreds of people who viewed the parade in Howell.

The United States Army Recruiting Service led the parade, in a manner that brought credit and praise to the United States Army. In a period when we hear so many derogatory "limpid press" releases concerning the recruiting services, these young men were a living rejection of poor military behavior. Their military bearing and marching ability was excellent and their decorum beyond reproach. The United States Army may indeed be proud of young NCO's of this calibre.

Staff Sergeant James N. Brooks, recruiter in Howell, answered the request of our committee for a color guard. Master Sergeant Russell O. Asher, Staff Sergeants Harold A. Buhl and Sean Wharry also participated in this fine showing.

I do not like to intrude on your busy day, but the Armed Forces do receive so much unnecessary and many times false, adverse publicity we wanted to throw in a good word. We do need strong young leaders in our Armed Services.

John H. McDermott Sr.
MGY/SGT, USMC (Ret)
Committee Member

Recruiter corrects article

Reference is made to the June 1980 issue of your magazine, page 18, regarding the article about my wife, PV2 Tina M. Doty, on the cover of "News-week" magazine.

Please be advised that my wife was *NOT* a "Shipping and Receiving Clerk." She had a lucrative career as a Quality Control Manager for an electronics firm. She gave up \$28,000 a year to enlist. She loves the challenge of the Army, and is presently in AIT at Ft. Huachuca, AZ. Upon completion of AIT she intends to apply for OCS (Officer's Candidate School) training, as she wants to make the Army her career.

In the interest of accuracy, I thought it would be best to write and set the record straight.

Frederic F. Doty
SFC, CALARNG
Recruiter

LETTERS

Letters to the Editor of *all VOLUNTEER* are welcome. Suggestions as to content, comments on previously published articles and observations concerning recruiting in the field are all valid areas for self-expression in "Sound Off".

CORRECTION

The MOS numbers on the back cover of *all VOLUNTEER* for August, 1980 should read 05H, not OSH. (Ed.)

Governor lends support

The following letter to Wisconsin educators is reprinted with permission of Governor Lee Dreyfus.

Dear Educator:

I am writing this letter to urge you to listen carefully when you have the opportunity to talk to recruiters from the military. In many cases, these representatives are banned from recruiting when, in fact, other segments of the society are permitted to do so. On a basis of equity and legitimacy, I think that kind of discrimination should not continue. However, my key reasons for this go far deeper than that.

We are now at a point of military hardware development in which we give to 1 percent of our society enough fire power to suppress the freedom of the other 99 percent. Think about that! Therefore, it is very important to us in this democracy that the 1 percent who have the technology, the weaponry and the training are intent upon defending the freedoms of the other 99 percent. It is important that they have a citizen soldier mentality. It is, also, very important that, to whatever extent possible, we have a military which is representative cross-sectionally of all the various elements in our nation. To put it simply, the defenders and the defended must never be two different classes of people.

In order to do this, our military must have the opportunity to address their recruitment to our young. Our young may then individually choose whether or not they wish to take that particular career step as they would in any other career.

I look at my own past experiences, particularly when I was responsible for the development of universities in South Vietnam. I am most reminded that when enemy troops entered a village, the first thing they did was to shoot the government leader; i.e., the mayor, and the second person executed was always the teacher, without exception. They understood that these two functions had to be removed if the community was to be truly taken over, both in mind and body. Teachers probably have the most at risk in terms of the preservation of this free democratic society. The key distinction about an American teacher is that he or she never has to lie in order to maintain his or her job.

The freedom to teach freely is, I think, a great and precious gift. It does, however, require a military strong enough to protect those freedoms and one which is intent on providing freedom for all and not power for itself. We have now had 203

years without even an attempt at military take over.

I would also remind those skeptics of the fundamental dictum coming out of our revolutionary forefathers as was perhaps best stated in Washington's final address when he left public office. The idea that he presented was essentially that those who reap the benefits of living in a free society maintain an inherent obligation to defend that society and to prepare themselves to do so. I think that is just as true today as it was then, except that now, we live in a nation of incredible numbers where only a small percentage of people need to devote their lives to the military.

Lastly, I would also ask you to look at this from the standpoint of one other option as a career step for young men and women coming out of high school. For many, the choice of a career in the military, even if only for a three-year term, is one which will add maturation to their lives, direction to their lives, and to set a course which will have impact on them for the rest of their lives. That was certainly true for me. What I gained from my experience in the military in World War II has clearly affected what has happened to me throughout the rest of my life. I learned very young as a 19 year old that I did have the ability to lend other people. In almost no other segment of our society do we ever give the young that opportunity to learn about themselves. I also came out of the military with the ability to receive an education under the GI Bill. There are programs today that clearly provide a further educational opportunity for those who choose the military.

I want to be sure that you understand that I, as Governor of this state, fully support the notion that those who are commissioned to tell the story of the Army should be given the opportunity to present their ideas in the arena of the high school and in the presence of the students that are there. Those ideas ought to be provided to students in the same way in which opportunities in any other segment of our society are made available to our young — no more and no less! I urge you to see that your policies will permit the Army recruiting command access to your institution.

Sincerely,
LEE SHERMAN DREYFUS
Governor



Reading File

Putting yourself on sale

HOW TO SELL YOURSELF by Joe Girard, Simon and Schuster, New York, 1979, 350 pages text, \$10.95.

Listed as "the World's Greatest Salesman of Cars and Trucks," in the Guinness Book of World Records Mr. Girard points out that his record, of 1,925 new cars and trucks sold in one year, came from "belly to belly" one-on-one sales to individual people — the same kind of selling USAREC employs. This book, a sequel to "How to Sell Anything to Anyone," concentrates on the salesman's greatest problem and burden — selling the salesman (or selling anyone) on himself or herself.

Girard uses practical, "how-to" instruction to get his points across. The points themselves are good, practical, and easy-to-follow. They are all designed to contribute to one's personal and professional success and belief in oneself — a particularly sticky wicket for sales people in general and recruiters in particular. As he says, "If you sell a product or service you still must keep in mind that what you are really selling is you. You are the world's number-one product." He's right, and recruiters should listen.

Using personal examples and those of others who have successfully applied "the Girard approach," he shows

people how they can become better than they think they are — a particular necessity in selling, especially when selling something as diverse as the Army's way of life. He shows salespeople, and anyone else who cares to read and use his principles, that "getting to the top" and staying there is a matter of applying time-tested principles of believing in oneself. In the process, the reader begins to understand Girard's phenomenal success was not because he was a "natural" salesperson, but rather because he identified and systematically applied the philosophy that he was indeed "the world's number one product." The book lays out his learning. As a result, readers can see, understand, and use what's presented.

This book, deservedly, should occupy a place of honor on anyone's bookshelf who is dedicated to the idea of personal and professional success. It should be "read, marked, and inwardly digested" — frequently. The authors' ideas, and their expression in this book, are well worth the time of reading.

Read it. Use it. Recruiters and the Army cannot help but benefit.

CPT Douglas A. Martz is the USAREC professional development officer.

'of the World' series

INFANTRY WEAPONS OF THE WORLD by Christopher F. Foss and T. J. Gander, Charles Scribner's Sons, 597 Fifth Avenue, New York, 10017, 1979, 131 pages text and photographs, \$12.50.

This second edition covers the main infantry weapons around the world including those under development. The book does not cover heavy mortars, large recoilless weapons or anti-tank missiles.

WARSHIPS OF THE WORLD Major Classes by Bernard Ireland, Charles Scribner's Sons, 597 Fifth Avenue, New York, 10017, 1980, 122 pages text and photographs, \$8.95.

WARSHIPS deals with surface ships exceeding 5,000 standard tons. It covers, largely, the fleets of the superpowers who, because of cost and complexity, have the prerogative to build ships to neutralize the other's advantage.

MILITARY AIRCRAFT OF THE WORLD (Revised Edition) by John W. R. Taylor and Gordon Swanborough, Charles Scribner's Sons, 597 Fifth Avenue, New York,

10017, 1979, 217 pages text and photographs, \$12.95.

An update of the first edition published in 1971. The book acknowledges the recent switch from air speed to firepower and maneuverability and a return to the dog-fight era.

AIR FORCES OF THE WORLD by Barry C. Wheeler, Charles Scribner's Sons, 597 Fifth Avenue, New York, 10017, 1980, 110 pages text and photographs, \$11.95.

"This (book) is essentially an up-to-date record of air force equipment, strengths, and operational bases."

INTERNAL SECURITY WEAPONS AND EQUIPMENT OF THE WORLD by Michael Dewar, Charles Scribner's Sons, 597 Fifth Avenue, New York, 10017, 1979, 124 pages text and photographs, \$12.50.

Everything from bullet-proof vests and tear gas to patrol vehicles and sniper rifles is included in this volume. Weapons and equipment are designed to combat internal dissent and insurrection.

45L: Artillery Repairman

Story and Photos
by B.J. Marcom
Reprinted from
"The Paraglide"

With grease up to her elbows and blisters on her hands, SGT Mary Boehme performs maintenance on M114 tows and M198 Howitzers, . . . in layman's terms, she repairs cannons.

Working as an artillery repairman, MOS 45L, for the 503rd Maintenance Company, 189th Maintenance Battalion, Boehme is chief inspector of all cannons that are worked on in the shop.

All total, the 503rd supports 36 cannons varying in size. Annual maintenance is performed on each weapon and any repairs are done when necessary.

A native of California, MO, Boehme came into the service in 1976 choosing artillery repair because she thought it sounded exciting and she likes to get her hands dirty. After attending eight weeks of AIT at Aberdeen Proving Grounds, MD, she came directly to Ft. Bragg and the 503rd. At this point, she has made no decision on a military career but wants to continue in the mechanics field.

When a complete technical inspection is done on a howitzer, Boehme follows through every step to insure proper disassembly and assembly. A ten-ton overhead crane is used to remove the equilibrators, gun tube, trunion pins, and recoil. Next, in any order, the elevation gear box, traverse gear box, the tires and hub assembly are pulled off.

Inside the gun tube, an operation is performed, called bore coping. This is when the inside of the barrel is checked for cracks and to see if any lands or grooves in the tube are missing.

In reassembly everything must be cleaned, relubed, or greased and re-packed.

The whole process of an annual technical inspection takes one day to accomplish.



SGT Mary Boehme checks a howitzer elevation gear box.

Back cover: SGT Mary Boehme checks a gun tube breech block for burrs at upper left. At right, the brake assembly gets an adjustment. Below, Boehme gives the howitzer a final going over before completing its annual maintenance.

FLAKE

UNIVERSITY OF FLORIDA



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45L: Artillery Repairman